Major Provisions and Negotiated Working Conditions In Manitoba Collective Agreements In Effect January 1, 1982

MANITOBA
DEPARTMENT OF
LABOUR AND MANPOWER

Research and Planning Branch
November, 1982

Major Provisions and Negotiated Working Conditions
In Manitoba Collective Agreements,
In Effect January 1, 1982

ERRATA

Section 6: Overtime

Table 6.1 - OVERTIME COMPENSATION AFTER NORMAL DAILY HOURS

- The two pages of this table should be read in reverse order.

Table 6.7 - EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

- Please insert the attached page immediately following the second page of this table.

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6.7 EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	28	66.6	13,498	57.7
	Distribution on a plant-wide basis	2	4.8	113	0.5
	Distribution among employees within a department	1	2.4	10	0.0
	Distribution among employees within an occupation and/or wage bracket	2	4.8	6,197	26.5
	Overtime is equitably distributed amongst those "qualified"	5	11.9	259	1.1
	Other	4	9.5	3,317	14.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	445	65.8	43,962	54.1
	Distribution on a plant-wide basis	16	2.4	3,800	4.7
	Distribution among employees within a department	15	2.2	2,232	2.7
	Distribution among employees within an occupation and/or wage bracket	16	2.4	8,088	9.9
	Distribution on a plant-wide basis by occupation and/or wage bracket	1	0.1	70	0.0
	Distribution within a department by occupation and/or wage bracket	1	0.1	100	0.1
	Overtime is equitably distributed but preference given to senior employees	6	0.9	655	0.8
	Overtime is equitably distributed amongst those "qualified"	153	22.6	14,026	17.3
	Other	24	3.5	8,501	10.4
	TOTAL	677	100.0	81,434	100.0

MAJOR PROVISIONS AND NEGOTIATED WORKING CONDITIONS IN MANITOBA COLLECTIVE AGREEMENTS IN EFFECT JANUARY 1, 1982

Honourable Mary Beth Dolin, Minister

Mary Eady, Deputy Minister

Department of Labour and Manpower
Research and Planning Branch

November, 1982

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FOREWORD

The Research and Planning Branch of the Department of Labour and Manpower has been involved in collective agreement analysis for a number of years. However, in the past the work was considered preliminary and developmental. Because of the growing realization that responsible collective bargaining must be based upon solid economic realities and facts, collective agreement analysis has become much more important. This report represents the fourth analysis of collective agreements published by the Research and Planning Branch. The first edition was dated December 1979. Major changes were introduced in 1980. This volume represents the third edition with expanded coverage and new format.

This publication is being made available to the parties to collective bargaining, and others who are interested, to provide timely and accurate information on a wide variety of provisions found in collective agreements.

Critical to the success of this collective agreement analysis is acceptance by its users. It is essential that users see this report not only as timely, consistent and complete but unbiased and authoritative. For these reasons we are seeking the assistance of users in continually revising and updating the report to provide the best and most complete information possible. User comments are vital!

INTRODUCTION

Collective agreements are a valuable source of information. This publication reports upon the findings of 152 provisions found in collective agreements coming under provincial jurisdiction.

This report contains the results of an analysis of 677 collective agreements in effect January 1, 1982. Approximately 81,400 employees in eight major industry sectors are affected by these collective agreements.

All agreements are classified according to the economic activity of the employer, by means of the Standard Industrial Classification Manual (Statistics Canada 1970). A listing of the number of agreements covered by the analysis follows:

Industry	Number of Collective Agreements	Number of Employees
Forestry*	2	435
Mining	238	1,141
Transportation, Communication and Other Utilities	28	8,778
Trade	46	4,503
Finance, Insurance and Real Estate	8	1,100
Service	308	22,748
Public Administration	42	23,394
All Industries	677	81,434

Included among the 308 Service industry collective agreements, are those covering school support staff, hospital and health care institution staff and university personnel. The Public Administration agreements cover municipal and provincial government employees. Collective agreements covering transit, hydro and telephone system employees are included in the Transportation, Communication and Other Utilities division.

For each of the 152 provisions that have been analyzed, information has been broken down by industry*. The sum of the eight major industry groups is shown as the All Industries total. Within each provision and each industry, information is further broken down by the various possibilities that exist. Data are shown on the number of agreements having each of the options and the corresponding percentage of the total that this represents, and the number of employees who are affected by each of the options and the corresponding percentages.

This analysis represents contracts negotiated between employers and 33 employees' associations and the locals of 45 unions in Manitoba.

Users of the report will notice that the coverage and format used in last year's edition has been continued with only minor changes having been made.

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*Since only two agreements were analyzed for the Forestry industry, these have not been included in the industrial breakdowns, but are included in the All Industries total.

LIMITATIONS

1. The 677 collective agreements that were analyzed represent only a sampling of the total number of agreements in force in Manitoba. However, the sample represents a good cross section of the approximately 1,100 agreements falling under provincial jurisdiction.

2. The information in the report reflects only those provisions actually mentioned in collective agreements.

3. While every effort has been made to reduce the possibility of error, the actual coding of collective agreements is performed by people and requires subjective interpretation.

4. Collective agreements in the construction industry are not included.

5. Collective agreements between teachers and school boards are not included. However, collective agreements involving school support staff (clerical, maintenance, bus drivers) are included.

6. Since only two collective agreements were analyzed for the Forestry industry, these have not been included in the industrial breakdowns, but are included in the All Industries total.

7. The report does not examine occupational wage and salary levels.

DURATION OF AGREEMENT

An examination of collective agreements in effect on January 1, 1982 shows a continuation of the heavy incidence of contracts of 24 months or greater duration.

NUMBER OF AGREEMENTS BY SIZE

An examination of 1981 and 1982 data on the size of bargaining units indicates a substantial incidence (approximately 80%) of units of 100 or fewer employees.

NUMBER OF AGREEMENTS AND EMPLOYEES BY INDUSTRY SUB-GROUPS

The industrial coverage of the 1981 and 1982 collective agreement analyses remained much the same with the following exceptions. In 1982, 2 agreements covering 435 employees from the Forestry industry were included whereas in the past they have been excluded. Coverage in the Mining industry declined from 7 agreements with 2,917 employees to 5 agreements and 1,141 employees. Although the number of agreements in the Manufacturing sector declined from 246 to 238, the number of employees covered increased from 18,732 to 19,335. In the Service industry the reverse was true with the number of agreements analyzed expanding to 308 from 290 whereas the employee coverage decreased from 23,643 to 22,748.

DURATION OF AGREEMENT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FORESTRY	24 months	2	100.0	435	100.0
	TOTAL	2	100.0	435	100.0
MINING	24 months	1	20.0	200	17.5
	25 to 35 months	1	20.0	82	7.2
	36 months	3	60.0	859	75.3
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	12 months	20	8.4	566	2.9
	14 to 17 months	1	0.4	16	0.1
	18 months	3	1.3	145	0.7
	20 to 23 months	5	2.1	827	4.3
	24 months	161	67.7	13,167	68.1
	25 to 35 months	2	0.8	439	2.3
	36 months	44	18.5	4,063	21.0
	37 to 66 months	2	0.8	112	0.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	12 months	7	25.0	1,468	16.7
	18 months	1	3.6	17	0.2
	24 months	19	67.8	7,253	82.6
	36 months	1	3.6	40	0.5
	TOTAL	28	100.0	8,778	100.0
TRADE	12 months	5	10.9	131	2.9
	14 to 17 months	2	4.3	58	1.3
	18 months	1	2.2	18	0.4
	20 to 23 months	5	10.9	313	6.9
	24 months	29	63.1	3,405	75.6
	25 to 35 months	2	4.3	138	3.1
	36 months	2	4.3	440	9.8
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	24 months	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0

DURATION OF AGREEMENT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	12 months	22	7.1	722	3.2
	14 to 17 months	6	2.0	583	2.6
	18 months	2	0.6	38	0.2
	20 to 23 months	3	1.0	164	0.7
	24 months	266	86.4	20,792	91.4
	25 to 35 months	7	2.3	390	1.7
	36 months	2	0.6	59	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	12 months	7	16.7	164	0.7
	18 months	1	2.4	4	0.0
	24 months	31	73.8	23,093	98.7
	25 to 35 months	2	4.7	128	0.6
	36 months	1	2.4	5	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	12 months	61	9.0	3,051	3.8
	14 to 17 months	9	1.3	657	0.8
	18 months	8	1.2	222	0.3
	20 to 23 months	13	1.9	1,304	1.6
	24 months	517	76.4	69,445	85.3
	25 to 35 months	14	2.1	1,177	1.4
	36 months	53	7.8	5,466	6.7
	37 to 66 months	2	0.3	112	0.1
	TOTAL	677	100.0	81,434	100.0

NUMBER OF AGREEMENTS BY SIZE

INDUSTRY		AGREEMENTS	
		NO.	%
FORESTRY	51 to 100 employees	1	50.0
	201 to 500 employees	1	50.0
	TOTAL	2	100.0
MINING	1 to 10 employees	1	20.0
	51 to 100 employees	1	20.0
	101 to 200 employees	1	20.0
	201 to 500 employees	1	20.0
	501 to 999 employees	1	20.0
	TOTAL	5	100.0
MANUFACTURING	1 to 10 employees	33	13.9
	11 to 25 employees	54	22.7
	26 to 50 employees	42	17.6
	51 to 100 employees	52	21.9
	101 to 200 employees	41	17.2
	201 to 500 employees	13	5.5
	501 to 999 employees	2	0.8
	1,000 or more employees	1	0.4
	TOTAL	238	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	1 to 10 employees	4	14.3
	11 to 25 employees	9	32.1
	26 to 50 employees	6	21.4
	51 to 100 employees	1	3.6
	101 to 200 employees	1	3.6
	201 to 500 employees	1	3.6
	501 to 999 employees	2	7.1
	1,000 or more employees	4	14.3
	TOTAL	28	100.0
TRADE	1 to 10 employees	7	15.2
	11 to 25 employees	14	30.5
	26 to 50 employees	10	21.7
	51 to 100 employees	6	13.0
	101 to 200 employees	6	13.0
	201 to 500 employees	2	4.4
	1,000 or more employees	1	2.2
	TOTAL	46	100.0

NUMBER OF AGREEMENTS BY SIZE (CONT'D)

INDUSTRY		AGREEMENTS	
		NO.	%
FINANCE, INSURANCE AND REAL ESTATE	1 to 10 employees	2	25.0
	11 to 25 employees	1	12.5
	26 to 50 employees	1	12.5
	51 to 100 employees	3	37.5
	501 to 999 employees	1	12.5
	TOTAL	8	100.0
SERVICE	1 to 10 employees	88	28.6
	11 to 25 employees	77	25.0
	26 to 50 employees	58	18.8
	51 to 100 employees	44	14.3
	101 to 200 employees	20	6.5
	201 to 500 employees	15	4.9
	1,000 or more employees	6	1.9
	TOTAL	308	100.0
PUBLIC ADMINISTRATION	1 to 10 employees	10	23.8
	11 to 25 employees	6	14.3
	26 to 50 employees	6	14.3
	51 to 100 employees	4	9.5
	101 to 200 employees	4	9.5
	201 to 500 employees	1	2.4
	501 to 999 employees	3	7.1
	1,000 or more employees	8	19.1
	TOTAL	42	100.0
ALL INDUSTRIES	1 to 10 employees	145	21.4
	11 to 25 employees	161	23.8
	26 to 50 employees	123	18.2
	51 to 100 employees	112	16.5
	101 to 200 employees	73	10.8
	201 to 500 employees	34	5.0
	501 to 999 employees	9	1.3
	1,000 or more employees	20	3.0
	TOTAL	677	100.0

NUMBER OF AGREEMENTS AND EMPLOYEES BY INDUSTRY SUB-GROUPS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FORESTRY		2	100.0	435	100.0
	TOTAL	2	100.0	435	100.0
MINING		5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	Food and beverages	53	22.3	3,311	17.1
	Tobacco, rubber, plastics and leather	8	3.4	502	2.6
	Textiles and knitting	3	1.2	169	0.9
	Clothing	38	16.0	3,713	19.2
	Wood, paper and furniture	22	9.2	1,649	8.5
	Printing and publishing	23	9.7	668	3.5
	Primary metal	11	4.6	1,130	5.8
	Metal fabricating	19	8.0	1,689	8.7
	Machinery	16	6.7	2,989	15.5
	Transportation equipment	11	4.6	1,602	8.3
	Electrical products	5	2.1	671	3.5
	Non-metallic mineral products	13	5.5	590	3.0
	Petroleum, coal and chemical products	9	3.8	444	2.3
	Miscellaneous	7	2.9	208	1.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	Transportation	13	46.4	1,566	17.8
	Storage	7	25.0	244	2.8
	Communication	3	10.7	3,610	41.1
	Utilities	5	17.9	3,358	38.3
	TOTAL	28	100.0	8,778	100.0
TRADE	Wholesale	18	39.1	794	17.6
	Retail	28	60.9	3,709	82.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	Finance	1	12.5	43	3.9
	Insurance carriers	1	12.5	76	6.9
	Real estate and insurance agencies	6	75.0	981	89.2
	TOTAL	8	100.0	1,100	100.0

NUMBER OF AGREEMENTS AND EMPLOYEES BY INDUSTRY SUB-GROUPS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	Education and related	46	14.9	4,765	20.9
	Health and welfare	190	61.7	16,110	70.8
	Amusement	16	5.2	38	0.2
	Services to business management	3	1.0	94	0.4
	Personal services	3	1.0	105	0.5
	Accommodation and food	33	10.7	1,573	6.9
	Miscellaneous	17	5.5	63	0.3
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	Provincial	13	31.0	14,076	60.2
	Local	29	69.0	9,318	39.8
	TOTAL	42	100.0	23,394	100.0

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SECTION 1

MANAGEMENT RIGHTS AND UNION SECURITY

NOTES TO SECTION 1

Table 1.1 Management Rights Provisions

This table refers to clauses setting forth the rights reserved to the employer. These rights may be asserted in broad general terms or they may be listed specifically.

Residual rights clauses provide that rights not specifically modified, abridged, delegated or curtailed in the agreement are reserved to the employer, or they emphasize that the listing of specific rights shall not be deemed to exclude other rights not enumerated.

Table 1.2 Union Security - Membership

Under the closed shop form of union security, the employer obligates himself to hire and retain in the bargaining unit only union members.

A union shop agreement requires all bargaining unit employees to become union members within a specified period of time after they are employed as a condition of retaining their employment.

A modified form of union shop exempts from compulsory membership all employees who are not union members at the time the agreement comes into force but requires all those taken on subsequently to join the union. Maintenance of membership for those already members may or may not be mentioned.

Under maintenance of membership clauses employees are under no obligation to join the union. However, those who do, must, as a condition of employment, maintain their union membership throughout the life of the contract.

Table 1.3 Union Security - Authorization of Dues Check-off

Check-off refers to the practice whereby the employer regularly deducts union dues and in many cases, other financial obligations, from the employee's wages for the union and remits the amounts to the union.

Under The Labour Relations Act, Manitoba legislation provides for compulsory check-off. The employer is required to deduct from the wages of each employee in the unit affected by the collective agreement (whether the employee is a union member or not), the amount of the regular membership dues payable by a member of the union, and to remit these amounts to the union.

Therefore, in Manitoba, even if it is not specifically mentioned in the collective agreement, check-off of dues is compulsory. This table indicates the number of agreements where check-off is mentioned.

Table 1.4 Union Security - Crossing of Picket Lines, Refusal to Handle Hot Cargoes

The Labour Relations Act in Sections 12 and 13 generally grants these rights to employees in a bargaining unit.

Collective agreements that mention these provisions are re-iterating them or elaborating upon them.

1.1 MANAGEMENT RIGHTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Enumerated list	1	20.0	200	17.5
	General statement with residual rights	1	20.0	9	0.8
	Enumerated list with residual rights	2	40.0	850	74.5
	Residual rights only	1	20.0	82	7.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	55	23.1	3,874	20.0
	General statement	21	8.8	1,080	5.6
	Enumerated list	35	14.7	2,169	11.1
	General statement with residual rights	15	6.3	1,404	7.3
	Enumerated list with residual rights	91	38.3	8,915	46.0
	Residual rights only	21	8.8	1,893	10.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	3	10.7	147	1.7
	General statement	2	7.1	1,246	14.2
	Enumerated list	3	10.7	59	0.7
	General statement with residual rights	3	10.7	70	0.8
	Enumerated list with residual rights	16	57.2	7,234	82.3
	Residual rights only	1	3.6	22	0.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	3	6.5	160	3.6
	General statement	6	13.0	264	5.9
	Enumerated list	5	10.9	121	2.7
	General statement with residual rights	7	15.2	2,653	58.8
	Enumerated list with residual rights	25	54.4	1,305	29.0
	TOTAL	46	100.0	4,503	100.0

1.1 MANAGEMENT RIGHTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	General statement	2	25.0	107	9.7
	Enumerated list	1	12.5	56	5.1
	General statement with residual rights	1	12.5	10	0.9
	Enumerated list with residual rights	2	25.0	808	73.5
	Residual rights only	2	25.0	119	10.8
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	29	9.4	1,155	5.1
	General statement	80	26.0	2,449	10.8
	Enumerated list	16	5.2	800	3.5
	General statement with residual rights	22	7.1	2,406	10.6
	Enumerated list with residual rights	139	45.2	15,181	66.7
	Residual rights only	22	7.1	757	3.3
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	12	28.6	8,430	36.0
	General statement	3	7.1	483	2.1
	Enumerated list	2	4.8	48	0.2
	General statement with residual rights	13	31.0	14,107	60.3
	Enumerated list with residual rights	8	19.0	284	1.2
	Residual rights only	4	9.5	42	0.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	103	15.2	13,851	17.0
	General statement	115	17.0	5,979	7.3
	Enumerated list	63	9.3	3,453	4.2
	General statement with residual rights	62	9.2	20,659	25.4
	Enumerated list with residual rights	283	41.8	34,577	42.5
	Residual rights only	51	7.5	2,915	3.6
	TOTAL	677	100.0	81,434	100.0

1.2 UNION SECURITY - MEMBERSHIP

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	932	81.7
	Union shop	1	20.0	9	0.8
	Modified union shop	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	68	28.6	7,473	38.7
	Closed shop	29	12.2	1,814	9.4
	Union shop	108	45.3	8,122	41.9
	Modified union shop	26	10.9	1,016	5.3
	Maintenance of membership	4	1.7	360	1.9
	Other	3	1.3	550	2.8
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	11	39.3	6,985	79.6
	Closed shop	3	10.7	74	0.8
	Union shop	11	39.3	1,595	18.2
	Modified union shop	2	7.1	74	0.8
	Maintenance of membership	1	3.6	50	0.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	3	6.5	224	5.0
	Closed shop	8	17.4	2,733	60.7
	Union shop	23	50.0	903	20.1
	Modified union shop	4	8.7	164	3.6
	Maintenance of membership	7	15.2	455	10.1
	Other	1	2.2	24	0.5
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,092	99.3
	Union shop	1	12.5	8	0.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	215	69.9	13,703	60.3
	Closed shop	18	5.8	296	1.3
	Union shop	30	9.7	1,390	6.1
	Modified union shop	37	12.0	4,058	17.8
	Maintenance of membership	8	2.6	3,301	14.5
	TOTAL	308	100.0	22,748	100.0

1.2 UNION SECURITY - MEMBERSHIP (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	30	71.4	22,671	97.0
	Closed shop	5	11.9	148	0.6
	Union shop	6	14.3	195	0.8
	Modified union shop	1	2.4	380	1.6
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	337	49.8	53,080	65.3
	Closed shop	63	9.3	5,065	6.2
	Union shop	181	26.7	12,572	15.4
	Modified union shop	72	10.6	5,977	7.3
	Maintenance of membership	20	3.0	4,166	5.1
	Other	4	0.6	574	0.7
	TOTAL	677	100.0	81,434	100.0

1.3 UNION SECURITY - AUTHORIZATION OF DUES CHECK-OFF

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Compulsory check-off	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	11	4.6	603	3.1
	Compulsory check-off	227	95.4	18,732	96.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	2	7.1	39	0.4
	Compulsory check-off	26	92.9	8,739	99.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	1	2.2	30	0.7
	Compulsory check-off	45	97.8	4,473	99.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	Compulsory check-off	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	16	5.2	47	0.2
	Compulsory check-off	292	95.4	22,701	99.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	2	4.8	39	0.2
	Compulsory check-off	40	95.2	23,355	99.8
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	32	4.7	758	0.9
	Compulsory check-off	645	95.3	80,676	99.1
	TOTAL	677	100.0	81,434	100.0

1.4 UNION SECURITY - CROSSING OF PICKET LINES, REFUSAL TO HANDLE HOT CARGOES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	190	79.9	16,338	84.5
	Right to refuse to cross picket lines	12	5.0	928	4.8
	Right to refuse to handle hot cargoes	11	4.6	528	2.7
	Right to refuse to cross picket lines and handle hot cargoes	20	8.4	1,141	5.9
	Other	5	2.1	400	2.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	67.9	8,598	97.9
	Right to refuse to cross picket lines	5	17.9	66	0.8
	Right to refuse to cross picket lines and handle hot cargoes	2	7.1	40	0.5
	Other	2	7.1	74	0.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	42	91.3	3,861	85.8
	Right to refuse to cross picket lines	2	4.3	502	11.1
	Right to refuse to cross picket lines and handle hot cargoes	1	2.2	20	0.4
	Other	1	2.2	120	2.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0

1.4 UNION SECURITY - CROSSING OF PICKET LINES, REFUSAL TO HANDLE HOT CARGOES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	302	98.1	22,518	99.0
	Right to refuse to cross picket lines	4	1.3	211	0.9
	Right to refuse to handle hot cargoes	1	0.3	7	0.0
	Right to refuse to cross picket lines and handle hot cargoes	1	0.3	12	0.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	39	92.8	17,166	73.4
	Right to refuse to cross picket lines	2	4.8	78	0.3
	Other	1	2.4	6,150	26.3
	TOTAL	42	100.0	23,394	100.0
All INDUSTRIES	No provision	607	89.7	71,157	87.3
	Right to refuse to cross picket lines	25	3.7	1,785	2.2
	Right to refuse to handle hot cargoes	12	1.8	535	0.7
	Right to refuse to cross picket lines and handle hot cargoes	24	3.5	1,213	1.5
	Other	9	1.3	6,744	8.3
	TOTAL	677	100.0	81,434	100.0

SECTION 2

EMPLOYEE SECURITY

NOTES TO SECTION 2

Table 2.1 Length of Probationary Period After Hiring

Many agreements contain a provision for a probationary or trial period for new employees before they acquire seniority. During this period the employer is usually free to dismiss the employee if he proves unsatisfactory, without regard to clauses governing the lay-off or discharge of seniority employees. This table refers to the prevalence of such provisions and to the length of the probationary period.

The analysis is done on the basis of calendar days rather than working days.

Table 2.3 Rate on Temporary Transfer

Temporary transfer may be to both higher or lower rated jobs. This table refers to temporary transfers requested by the employer and does not refer to permanent transfers or transfers requested by the employee.

Table 2.4 Advance Notice of Lay-off (or Pay in Lieu) to Employees

This table refers to notice to employees laid off in a situation where all or part of the plant may continue to operate.

The terms "lay-off" and "termination" are sometimes used interchangeably in collective agreements. "Lay-off" in this report, refers to an involuntary separation from employment for a temporary or indefinite period without prejudice; that is, resulting through no fault of the employee. "Lay-off" usually implies eventual recall or at least an intent to recall workers to their jobs.

The analysis is done on the basis of calendar days.

Table 2.5 Supplemental Unemployment Benefit (S.U.B.) Plans

Supplemental unemployment benefit (S.U.B.) plans provide weekly payments to employees on lay-off. These payments supplement government unemployment insurance benefits and, unlike severance pay plans, are not intended for employees who have been permanently separated from the payroll and are made only if the employee remains unemployed.

Table 2.6 Severance Pay and Lay-off Benefits Plans (Other Than S.U.B.)

Severance pay plans provide a money payment, in addition to regular wages or salary earned, to employees whose employment has been terminated.

Table 2.8 Advance Notice of Termination (or Pay in Lieu) to Employees

This table refers to terminations for other than cause; that is, terminations other than dismissal, discharge (or suspension) due to disciplinary action. Termination as a result of technological change is not included.

The Employment Standards Act requires that employees who have worked for an employer for more than two weeks are entitled to receive notice (or pay in lieu) if they are to be terminated. The length of notice is generally equal to one pay period. However, where there is a custom or practice which establishes a different period of time, or the time period is changed through the collective agreement, the legislation may be superceded.

The Employment Standards Act also provides a schedule of notice periods for group termination of employment. The notice periods range from 8 to 16 weeks depending upon the number of employees to be terminated.

Table 2.9 Work Sharing Provisions

This table identifies those agreements having work sharing provisions to prevent or minimize lay-offs.

Table 2.10 Contracting-out

Contracting-out (subcontracting) refers to an employer practice under which steps in a manufacturing process, plant maintenance or other work functions are given to outside contractors to perform with their own work forces.

2.1 LENGTH OF PROBATIONARY PERIOD AFTER HIRING

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	1 month or less	1	20.0	9	0.8
	More than 1 month, up to 2 months	4	80.0	1,132	99.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	28	11.8	1,548	8.0
	1 month or less	27	11.3	2,460	12.7
	More than 1 month, up to 2 months	89	37.5	6,817	35.3
	More than 2 months, up to 3 months	74	31.1	7,168	37.0
	More than 3 months, up to 4 months	7	2.9	533	2.8
	More than 5 months, up to 6 months	11	4.6	682	3.5
	Other	2	0.8	127	0.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTAION, COMMUNICATION AND OTHER UTILITIES	No provision	3	10.7	156	1.8
	1 month or less	3	10.7	66	0.8
	More than 1 month, up to 2 months	7	25.0	126	1.4
	More than 2 months, up to 3 months	4	14.3	110	1.3
	More than 5 months, up to 6 months	8	28.6	5,320	60.5
	More than 6 months, up to 12 months	2	7.1	850	9.7
	Other	1	3.6	2,150	24.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	1	2.2	30	0.7
	1 month or less	4	8.7	52	1.2
	More than 1 month, up to 2 months	26	56.4	3,276	72.7
	More than 2 months, up to 3 months	13	28.3	975	21.6
	More than 5 months, up to 6 months	1	2.2	50	1.1
	More than 6 months, up to 12 months	1	2.2	120	2.7
	TOTAL	46	100.0	4,503	100.0

2.1 LENGTH OF PROBATIONARY PERIOD AFTER HIRING (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	More than 1 month, up to 2 months	1	12.5	8	0.7
	More than 2 months, up to 3 months	3	37.5	163	14.8
	More than 5 months, up to 6 months	4	50.0	929	84.5
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	23	7.5	366	1.6
	1 month or less	28	9.1	166	0.7
	More than 1 month, up to 2 months	21	6.8	1,183	5.2
	More than 2 months, up to 3 months	197	63.9	16,750	73.7
	More than 3 months, up to 4 months	3	1.0	235	1.0
	More than 4 months, up to 5 months	11	3.6	481	2.1
	More than 5 months, up to 6 months	24	7.8	2,453	10.8
	Other	1	0.3	1,114	4.9
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	6	14.3	2,148	9.2
	1 month or less	2	4.8	8	0.0
	More than 1 month, up to 2 months	3	7.1	107	0.5
	More than 2 months, up to 3 months	7	16.7	155	0.7
	More than 3 months, up to 4 months	3	7.1	188	0.8
	More than 4 months, up to 5 months	1	2.4	47	0.2
	More than 5 months, up to 6 months	18	42.8	20,567	87.9
	More than 6 months, up to 12 months	2	4.8	174	0.7
	TOTAL	42	100.0	23,394	100.0

2.1 LENGTH OF PROBATIONARY PERIOD AFTER HIRING (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	61	9.0	4,248	5.2
	1 month or less	66	9.7	3,111	3.8
	More than 1 month, up to 2 months	152	22.5	12,734	15.6
	More than 2 months, up to 3 months	298	44.1	25,321	31.1
	More than 3 months, up to 4 months	13	1.9	956	1.2
	More than 4 months, up to 5 months	12	1.8	528	0.6
	More than 5 months, up to 6 months	66	9.7	30,001	36.9
	More than 6 months, up to 12 months	5	0.7	1,144	1.4
	Other	4	0.6	3,391	4.2
	TOTAL	677	100.0	81,434	100.0

2.2 POSTING OF JOB VACANCIES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Provision exists	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	126	52.9	6,844	35.4
	Provision exists	112	47.1	12,491	64.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	8	28.6	760	8.7
	Provision exists	20	71.4	8,018	91.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	24	52.2	3,086	68.5
	Provision exists	22	47.8	1,417	31.5
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	Provision exists	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	75	24.4	1,669	7.3
	Provision exists	233	75.6	21,079	92.7
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	17	40.5	15,195	65.0
	Provision exists	25	59.5	8,199	35.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	250	36.9	27,554	33.8
	Provision exists	427	63.1	53,880	66.2
	TOTAL	677	100.0	81,434	100.0

2.3 RATE ON TEMPORARY TRANSFER

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	82	7.2
	Higher of new rate or regular rate	4	80.0	1,059	92.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	123	51.7	9,210	47.6
	Regular rate	13	5.5	1,272	6.6
	Higher of new rate or regular rate	76	31.9	6,172	31.9
	Rate of the new occupation	11	4.6	1,527	7.9
	Higher of new rate or regular rate plus a premium	2	0.8	56	0.3
	Flat premium	3	1.3	156	0.8
	Regular rate for specific period followed by new rate	3	1.3	114	0.6
	Other	7	2.9	828	4.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	53.5	392	4.5
	Higher of new rate or regular rate	5	17.9	1,437	16.4
	Rate of the new occupation	2	7.1	2,150	24.5
	Higher of new rate or regular rate plus a premium	1	3.6	334	3.8
	Flat premium	1	3.6	575	6.6
	Regular rate for specific period followed by new rate	1	3.6	34	0.4
	Other	3	10.7	3,856	43.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	13	28.3	480	10.7
	Higher of new rate or regular rate	13	28.3	789	17.5
	Rate of the new occupation	1	2.2	108	2.4
	Higher of new rate or regular rate plus a premium	2	4.3	118	2.6
	Flat premium	11	23.9	2,368	52.6
	Regular rate for specific period followed by new rate	2	4.3	122	2.7
	Other	4	8.7	518	11.5
	TOTAL	46	100.0	4,503	100.0

2.3 RATE ON TEMPORARY TRANSFER (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	95	8.6
	Higher of new rate or regular rate	2	25.0	20	1.8
	Higher of new rate or regular rate plus a premium	1	12.5	56	5.1
	Flat premium	1	12.5	10	0.9
	Regular rate for specific period followed by new rate	2	25.0	119	10.8
	Other	1	12.5	800	72.8
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	87	28.3	4,974	21.8
	Regular rate	1	0.3	12	0.1
	Higher of new rate or regular rate	25	8.1	1,471	6.5
	Rate of the new occupation	41	13.3	1,997	8.8
	Higher of new rate or regular rate plus a premium	6	1.9	1,356	6.0
	Flat premium	130	42.3	9,825	43.1
	Regular rate for specific period followed by new rate	1	0.3	98	0.4
	Other	17	5.5	3,015	13.3
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	12	28.6	7,195	30.8
	Higher of new rate or regular rate	9	21.4	517	2.2
	Rate of the new occupation	15	35.7	15,060	64.3
	Regular rate for specific period followed by new rate	2	4.8	40	0.2
	Other	4	9.5	582	2.5
	TOTAL	42	100.0	22,394	100.0

2.3 RATE ON TEMPORARY TRANSFER (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	252	37.2	22,428	27.5
	Regular rate	14	2.1	1,284	1.6
	Higher of new rate or regular rate	136	20.1	11,900	14.6
	Rate of the new occupation	70	10.3	20,842	25.6
	Higher of new rate or regular rate plus a premium	12	1.8	1,920	2.4
	Flat premium	146	21.6	12,934	15.9
	Regular rate for specific period followed b[illegible] new rate	11	1.6	527	0.6
	Other	36	5.3	9,599	11.8
	TOTAL	677	100.0	81,434	100.0

2.4 ADVANCE NOTICE OF LAY-OFF (OR PAY IN LIEU) TO EMPLOYEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	1 to 5 days	1	20.0	200	17.5
	7 days	1	20.0	82	7.2
	10 to 14 days	2	40.0	850	74.5
	Graduated with length of service	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	147	61.9	11,464	59.4
	1 to 5 days	39	16.4	4,011	20.7
	6 days	1	0.4	30	0.2
	7 days	16	6.7	1,083	5.6
	10 to 14 days	12	5.0	1,189	6.1
	30 to 50 days	1	0.4	26	0.1
	Graduated with length of lay-off	5	2.1	255	1.3
	Graduated with length of service	4	1.7	70	0.4
	Mentioned but not specified	7	2.9	425	2.2
	Other	6	2.5	782	4.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	71.4	2,177	24.8
	1 to 5 days	2	7.1	1,251	14.3
	7 days	1	3.6	40	0.5
	10 to 14 days	4	14.3	5,210	59.3
	26 days	1	3.6	100	1.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	21	45.6	1,281	28.4
	1 to 5 days	5	10.9	150	3.3
	7 days	13	28.2	2,935	65.2
	10 to 14 days	5	10.9	79	1.8
	Graduated with length of lay-off	1	2.2	25	0.6
	Graduated with length of service	1	2.2	33	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	28 days	2	25.0	119	10.8
	30 to 50 days	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0

2.4 ADVANCE NOTICE OF LAY-OFF (OR PAY IN LIEU) TO EMPLOYEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	118	38.4	6,526	28.7
	1 to 5 days	5	1.6	235	1.0
	7 days	1	0.3	58	0.3
	10 to 14 days	16	5.2	2,275	10.0
	26 days	1	0.3	170	0.7
	28 days	66	21.4	2,814	12.4
	30 to 50 days	2	0.6	79	0.3
	90 days	1	0.3	1,114	4.9
	Graduated with length of lay-off	75	24.5	8,591	37.8
	Graduated with length of service	17	5.5	409	1.8
	Mentioned but not specified	2	0.6	173	0.8
	Other	4	1.3	304	1.3
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	16	38.0	2,424	10.4
	1 to 5 days	1	2.4	20	0.0
	7 days	4	9.5	169	0.7
	10 to 14 days	7	16.7	280	1.2
	28 days	11	26.2	13,966	59.8
	30 to 50 days	2	4.8	6,530	27.9
	Graduated with length of service	1	2.4	5	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	328	48.5	24,403	30.1
	1 to 5 days	54	8.0	5,952	7.3
	6 days	1	0.1	30	0.0
	7 days	36	5.3	4,367	5.4
	10 to 14 days	46	6.8	9,883	12.1
	26 days	2	0.3	270	0.3
	28 days	79	11.7	16,899	20.8
	30 to 50 days	6	0.9	7,435	9.1
	90 days	1	0.1	1,114	1.4
	Graduated with length of lay-off	81	12.0	8,871	10.9
	Graduated with length of service	24	3.5	526	0.6
	Mentioned but not specified	9	1.3	598	0.7
	Other	10	1.5	1,086	1.3
	TOTAL	677	100.0	81,434	100.0

2.5 SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLANS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	1,132	99.2
	Provision exists	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	231	97.1	18,820	97.3
	Provision exists	7	2.9	515	2.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.5	4,343	96.4
	Provision exists	3	6.5	160	3.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	308	100.0	22,748	100.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	666	98.4	80,750	99.2
	Provision exists	11	1.6	684	0.8
	TOTAL	677	100.0	81,434	100.0

2.6 SEVERANCE PAY AND LAY-OFF BENEFITS PLANS (OTHER THAN S.U.B.)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	291	25.5
	Severance pay plan	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	202	84.9	16,589	85.8
	Severance pay plan	32	13.4	2,546	13.2
	Severance pay and lay-off benefits plan	4	1.7	200	1.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	26	92.9	8,738	99.5
	Severance pay plan	2	7.1	40	0.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	26	56.5	3,534	78.5
	Severance pay plan	17	37.0	817	18.1
	Lay-off benefits plan	3	6.5	152	3.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	Severance pay plan	3	37.5	919	83.5
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	285	92.6	22,286	97.9
	Severance pay plan	21	6.8	200	0.9
	Lay-off benefits plan	2	0.6	262	1.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	27	64.3	8,772	37.5
	Severance pay plan	15	35.7	14,622	62.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	576	85.1	60,826	74.7
	Severance pay plan	92	13.6	19,994	24.6
	Lay-off benefits plan	5	0.7	414	0.5
	Severance pay and lay-off benefits plan	4	0.6	200	0.2
	TOTAL	677	100.0	81,434	100.0

2.7 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY OR LAY-OFF BENEFITS PLANS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	282	24.7
	12 months	2	40.0	850	74.5
	24 months	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	214	89.9	17,790	92.1
	2 to 7 months	3	1.3	191	1.0
	12 months	6	2.5	568	2.9
	24 months	4	1.7	347	1.8
	36 months	6	2.5	141	0.7
	60 months	2	0.8	13	0.0
	Cannot determine	3	1.3	285	1.5
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	26	56.6	3,534	78.5
	2 to 7 months	6	13.0	562	12.5
	12 months	6	13.0	219	4.9
	24 months	4	8.7	92	2.0
	72 to 120 months	2	4.3	55	1.2
	Cannot determine	1	2.2	23	0.5
	Other	1	2.2	18	0.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	12 months	1	12.5	800	72.7
	72 to 120 months	2	25.0	119	10.8
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	300	97.4	22,480	98.8
	12 months	3	1.0	50	0.2
	24 months	3	1.0	152	0.7
	60 months	2	0.6	66	0.3
	TOTAL	308	100.0	22,748	100.0

2.7 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY OR LAY-OFF BENEFITS PLANS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	28	66.6	8,952	38.3
	12 months	1	2.4	380	1.6
	48 months	1	2.4	100	0.4
	72 to 120 months	12	28.6	13,962	59.7
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	605	89.4	62,432	76.7
	2 to 7 months	9	1.3	753	0.9
	12 months	19	2.8	2,867	3.5
	24 months	12	1.8	600	0.7
	36 months	6	0.9	141	0.2
	48 months	1	0.1	100	0.1
	60 months	4	0.6	79	0.1
	72 to 120 months	16	2.4	14,136	17.4
	Cannot determine	4	0.6	308	0.4
	Other	1	0.1	18	0.0
	TOTAL	677	100.0	81,434	100.0

2.8 ADVANCE NOTICE OF TERMINATION (OR PAY IN LIEU) TO EMPLOYEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	1,059	92.8
	Graduated by length of service	1	20.0	82	7.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	166	69.8	13,999	72.5
	Less than 1 week	5	2.1	389	2.0
	1 week	48	20.2	3,000	15.5
	2 weeks	8	3.4	987	5.1
	4 weeks	2	0.8	662	3.4
	6 to 13 weeks	1	0.4	4	0.0
	Graduated by length of service	6	2.5	271	1.4
	Other	2	0.8	23	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.3	5,703	64.9
	1 week	1	3.6	40	0.5
	2 weeks	2	7.1	3,035	34.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	30	65.2	1,511	33.6
	1 week	9	19.6	2,790	61.9
	2 weeks	4	8.7	48	1.1
	Graduates by length of service	3	6.5	154	3.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	244	22.2
	2 weeks	1	12.5	56	5.0
	4 weeks	1	12.5	800	72.8
	TOTAL	8	100.0	1,100	100.0

2.8 ADVANCE NOTICE OF TERMINATION (OR PAY IN LIEU) TO EMPLOYEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	161	52.3	9,310	41.0
	1 week	3	1.0	137	0.6
	2 weeks	51	16.6	5,333	23.4
	3 weeks	3	1.0	209	0.9
	4 weeks	22	7.1	2,106	9.3
	6 to 13 weeks	2	0.6	30	0.1
	Other	66	21.4	5,623	24.7
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	33	78.5	22,976	98.2
	1 week	2	4.8	8	0.0
	2 weeks	4	9.5	138	0.6
	4 weeks	2	4.8	225	1.0
	Other	1	2.4	47	0.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	427	63.2	55,237	67.8
	Less than one week	5	0.7	389	0.5
	1 week	63	9.3	5,975	7.3
	2 weeks	70	10.3	9,597	11.8
	3 weeks	3	0.4	209	0.3
	4 weeks	27	4.0	3,793	4.7
	6 to 13 weeks	3	0.4	34	0.0
	Graduated by length of service	10	1.5	507	0.6
	Other	69	10.2	5,693	7.0
	TOTAL	677	100.0	81,434	100.0

2.9 WORK SHARING

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	191	80.3	16,258	84.2
	Reduction of hours	10	4.2	681	3.5
	Division of work	32	13.4	2,018	10.4
	Reduction of hours and division of work	2	0.8	280	1.4
	Other	3	1.3	98	0.5
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,493	99.8
	Division of work	1	2.2	10	0.2
	TOTAL	46	100.0	4,503	100.0
FINANCE INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	307	99.7	22,706	99.8
	Reduction of hours	1	0.3	42	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	41	97.6	23,391	100.0
	Division of work	1	2.4	3	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	627	92.7	78,302	96.2
	Reduction of hours	11	1.6	723	0.9
	Division of work	34	5.0	2,031	2.5
	Reduction of hours and division of work	2	0.3	280	0.3
	Other	3	0.4	98	0.1
	TOTAL	677	100.0	81,434	100.0

2.10 CONTRACTING OUT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	282	24.7
	Permitted but with restrictions	3	60.0	859	75.3
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	161	67.6	11,281	58.4
	Permitted	4	1.7	1,284	6.6
	Prohibited	19	8.0	1,496	7.7
	Permitted but with restrictions	29	12.2	3,398	17.6
	Permitted with restrictions but not to a non-union employer	24	10.1	1,686	8.7
	Other	1	0.4	190	1.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	26	92.8	7,418	84.5
	Prohibited	1	3.6	10	0.1
	Permitted but with restrictions	1	3.6	1,350	15.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	38	82.6	4,114	91.4
	Prohibited	5	10.9	239	5.3
	Permitted but with restrictions	3	6.5	150	3.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	300	27.3
	Permitted but with restrictions	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	113	36.7	5,424	23.8
	Permitted	73	23.7	8,165	35.9
	Prohibited	20	6.5	369	1.6
	Permitted but with restrictions	101	32.8	8,580	37.8
	Other	1	0.3	210	0.9
	TOTAL	308	100.0	22,748	100.0

2.10 CONTRACTING OUT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	23	54.8	2,722	11.6
	Permitted	9	21.4	14,077	60.2
	Permitted but with restrictions	10	23.8	6,595	28.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	370	54.7	31,541	38.7
	Permitted	87	12.9	23,611	29.0
	Prohibited	45	6.6	2,114	2.6
	Permitted but with restrictions	149	22.0	22,082	27.1
	Permitted with restrictions but not to a non-union employer	24	3.5	1,686	2.1
	Other	2	0.3	400	0.5
	TOTAL	677	100.0	81,434	100.0

2.11 RESTRICTIONS ON CONTRACTING OUT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	282	24.7
	Restricted if regular employment lost	1	20.0	9	0.8
	Other	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	186	78.2	14,234	73.6
	Restricted if regular earnings reduced	27	11.3	2,087	10.8
	Restricted if regular employment lost	13	5.5	1,424	7.4
	Other	12	5.0	1,590	8.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	7,428	84.6
	Restricted if regular employment lost	1	3.6	1,350	15.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.4	4,353	96.6
	Restricted if regular earnings reduced	1	2.2	21	0.5
	Restricted if regular employment lost	1	2.2	9	0.2
	Other	1	2.2	120	2.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	300	27.3
	Restricted if regular employment lost	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	254	82.5	15,941	70.1
	Restricted if overtime reduced	1	0.3	1	0.0
	Restricted if regular earnings reduced	4	1.3	61	0.3
	Restricted if regular employment lost	29	9.4	3,713	16.3
	Other	20	6.5	3,032	13.3
	TOTAL	308	100.0	22,748	100.0

2.11 RESTRICTIONS ON CONTRACTING OUT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	33	78.5	16,979	72.6
	Restricted if regular employment lost	7	16.7	242	1.0
	Other	2	4.8	6,173	26.4
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	553	81.8	59,602	73.1
	Restricted if overtime reduced	1	0.1	1	0.0
	Restricted if regular earnings reduced	32	4.7	2,169	2.7
	Restricted if regular employment lost	53	7.8	7,547	9.3
	Other	38	5.6	12,115	14.9
	TOTAL	677	100.0	81,434	100.0

2.12 OLDER AND/OR HANDICAPPED WORKERS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	209	18.3
	Transfer to more suitable work	2	40.0	850	74.5
	Transfer to more suitable work if available	1	20.0	82	7.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	199	83.7	14,069	72.8
	Transfer to more suitable work	5	2.1	622	3.2
	Transfer to more suitable work if available	31	13.0	4,081	21.1
	Some combination of options	2	0.8	500	2.6
	Other	1	0.4	63	0.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	7,428	84.6
	Transfer to more suitable work if available	1	3.6	1,350	15.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	42	91.3	4,443	98.7
	Transfer to more suitable work	2	4.3	27	0.6
	Transfer to more suitable work if available	1	2.2	3	0.0
	Special seniority rights	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	235	76.3	14,956	65.7
	Transfer to more suitable work	3	1.0	337	1.5
	Transfer to more suitable work if available	69	22.4	7,305	32.1
	Other	1	0.3	150	0.7
	TOTAL	308	100.0	22,748	100.0

2.12 OLDER AND/OR HANDICAPPED WORKERS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	30	71.4	22,763	97.3
	Transfer to more suitable work	2	4.8	193	0.8
	Transfer to more suitable work if available	9	21.4	320	1.4
	Some combination of options	1	2.4	118	0.5
	TOTAL	42	100.0	13,394	100.0
ALL INDUSTRIES	No provision	544	80.4	65,053	79.8
	Transfer to more suitable work	14	2.1	2,029	2.5
	Transfer to more suitable work if available	113	16.7	13,491	16.6
	Special seniority rights	1	0.1	30	0.0
	Some combination of options	3	0.4	618	0.8
	Other	2	0.3	213	0.3
	TOTAL	677	100.0	81,434	100.0

SECTION 3

SENIORITY

POOR

QUALITY

ORIGINAL

NOTES TO SECTION 3

Seniority refers to the length of service an employee accumulates with an employer. The accumulation of seniority is a determining factor in granting preference to security of employment and other awards stated in the collective agreement.

Straight seniority refers to seniority acquired solely through length of service.

Table 3.2 Role of Seniority in Lay-off

A lay-off refers to involuntary separation of employees from employment for a temporary or indefinite period without prejudice; that is, resulting through no fault of the employee. Lay-off usually implies eventual recall or at least an intent to recall employees to their jobs.

Table 3.4 Role of Seniority in Recall Procedure

Recall is the process of bringing laid off workers back to work.

Table 3.5 Retention of Seniority During Illness

This table refers to retention of seniority during illness, not accumulation of seniority.

Table 3.6 Preferential Seniority for Union Officials and/or Employees With Special Skills

Super or special seniority refers to a position on the seniority list ahead of what the employee would acquire solely on the basis of length of service or other general seniority factors. Usually such status is reserved to union stewards or key or exceptional employees to maintain essential operations, plant safety or for other reasons.

3.1 ROLE OF SENIORITY IN PROMOTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Seniority governs where qualifications equal	2	40.0	282	24.7
	Seniority governs where qualifications sufficient	3	60.0	859	75.3
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	86	36.2	6,191	32.0
	Straight seniority	10	4.2	896	4.6
	Seniority governs where qualifications equal	56	23.5	4,120	21.3
	Seniority governs where qualifications sufficient	77	32.4	6,866	35.6
	Seniority one of a number of factors	7	2.9	1,237	6.4
	Promotions subject to other factors	2	0.8	25	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	3	10.7	388	4.4
	Seniority governs where qualifications equal	5	17.9	1,793	20.4
	Seniority governs where qualifications sufficient	18	64.3	5,327	60.7
	Seniority one of a number of factors	2	7.1	1,270	14.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	8	17.4	175	3.9
	Seniority governs where qualifications equal	13	28.3	2,686	59.6
	Seniority governs where qualifications sufficient	25	54.3	1,642	36.5
	TOTAL	46	100.0	4,503	100.0

3.1 ROLE OF SENIORITY IN PROMOTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	Seniority governs where qualifications equal	5	62.5	234	21.3
	Seniority governs where qualifications sufficient	1	12.5	800	72.7
	Seniority one of a number of factors	2	25.0	66	6.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	20	6.5	617	2.7
	Straight seniority	3	1.0	51	0.2
	Seniority governs where qualifications equal	123	39.9	9,133	40.1
	Seniority governs where qualifications sufficient	93	30.2	9,410	41.5
	Seniority one of a number of factors	67	21.8	2,253	9.9
	Promotions subject to other factors	2	0.6	1,284	5.6
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	4	9.5	25.6	1.1
	Straight seniority	2	4.8	8	0.0
	Seniority governs where qualifications equal	15	35.7	13,926	59.6
	Seniority governs where qualifications sufficient	9	21.4	6,815	29.2
	Seniority one of a number of factors	11	26.2	2,373	10.1
	Promotions subject to other factors	1	2.4	16	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	121	17.9	7,627	9.4
	Straight seniority	15	2.2	955	1.2
	Seniority governs where qualifications equal	219	32.3	32,174	39.4
	Seniority governs where qualifications sufficient	227	33.6	31,804	39.1
	Seniority one of a number of factors	90	13.3	7,549	9.3
	Promotions subject to other factors	5	0.7	1,325	1.6
	TOTAL	677	100.0	81,434	100.0

3.2 ROLE OF SENIORITY IN LAY-OFF

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Seniority governs where qualifications equal	1	20.0	82	7.2
	Seniority governs where qualifications sufficient	4	80.0	1,059	92.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	23	9.7	1,422	7.4
	Straight seniority	56	23.5	4,746	24.5
	Seniority governs where qualifications equal	54	22.7	3,367	17.4
	Seniority governs where qualifcations sufficient	101	42.4	9,251	47.9
	Seniority one of a number of factors	3	1.3	544	2.8
	Lay-offs subject to other factors	1	0.4	5	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	2	7.1	349	4.0
	Straight seniority	7	25.0	4,894	55.8
	Seniority governs where qualifications equal	2	7.1	64	0.7
	Seniority governs where qualifications sufficient	17	60.8	3,471	39.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	1	2.2	30	0.7
	Straight seniority	4	8.7	190	4.2
	Seniority governs where qualifications equal	4	8.7	186	4.1
	Seniority governs where qualifications sufficient	37	80.4	4,097	91.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	800	72.7
	Seniority governs where qualifications equal	2	25.0	103	9.4
	Seniority governs where qualifications sufficient	3	37.5	98	8.9
	Seniority one of a number of factors	2	25.0	99	9.0
	TOTAL	8	100.0	1,100	100.0

3.2 ROLE OF SENIORITY IN LAY-OFF (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	33	10.7	603	2.7
	Straight seniority	17	5.5	1,914	8.4
	Seniority governs where qualifications equal	15	4.9	1,169	5.1
	Seniority governs where qualifications sufficient	239	77.6	18,979	83.5
	Seniority one of a number of factors	3	1.0	75	0.3
	Lay-offs subject to other factors	1	0.3	10	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	9	21.4	2,288	9.8
	Straight seniority	9	21.4	6,676	28.5
	Seniority governs where qualifications equal	[illegible]	9.5	94	0.4
	Seniority governs where qualifications sufficient	18	42.9	14,165	60.6
	Seniority one of a number of factors	2	4.8	171	0.7
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTIRES	No provision	69	10.2	5,492	6.7
	Straight seniority	94	13.9	18,770	23.0
	Seniority governs where qualifications equal	82	12.1	5,063	6.2
	Seniority governs where qualifications sufficient	420	62.0	51,205	63.0
	Seniority one of a number of factors	10	1.5	889	1.1
	Lay-offs subject to other factors	2	0.3	15	0.0
	TOTAL	677	100.0	81,434	100.0

3.3 RETENTION OF SENIORITY DURING TERM OF LAY-OFF

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	12 months	3	60.0	1,050	92.0
	Graduated by length of service	2	40.0	91	8.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	86	36.2	5,940	30.8
	1 to 4 months	4	1.7	188	1.0
	10 months	6	2.5	125	0.6
	12 months	61	25.6	5,381	27.8
	15 to 18 months	10	4.2	1,462	7.6
	24 months	46	19.3	3,506	18.1
	36 months	3	1.3	258	1.3
	48 months	2	0.8	96	0.5
	63 months	8	3.4	519	2.7
	Graduated by length of service	11	4.6	1,852	9.6
	Other	1	0.4	8	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	11	39.2	3,590	40.9
	1 to 4 months	5	17.9	3,646	41.5
	12 months	3	10.7	81	0.9
	24 months	7	25.0	182	2.1
	36 months	1	3.6	43	0.5
	Retained but no maximum specified	1	3.6	1,236	14.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	8	17.4	545	12.1
	1 to 4 months	1	2.2	104	2.3
	12 months	11	23.9	576	12.8
	15 to 18 months	2	4.3	141	3.1
	24 months	22	47.8	3,082	68.4
	Graduated by length of service	1	2.2	25	0.6
	Other	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0

3.3 RETENTION OF SENIORITY DURING TERM OF LAY-OFF (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	3	37.5	175	15.9
	12 months	4	50.0	917	83.4
	24 months	1	12.5	8	0.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	61	19.8	3,029	13.3
	1 to 4 months	3	1.0	428	1.9
	10 months	1	0.3	107	0.5
	12 months	95	30.9	9,189	40.4
	15 to 18 months	2	0.6	24	0.1
	24 months	66	21.4	5,344	23.5
	36 months	51	16.6	3,815	16.8
	63 months	3	1.0	94	0.4
	Graduated by length of service	1	0.3	20	0.0
	Retained but no maximum specified	24	7.8	697	3.1
	Other	1	0.3	1	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	26	61.9	16,201	69.3
	12 months	11	26.2	7,035	30.1
	24 months	4	9.5	100	0.4
	Retained but no maximum specified	1	2.4	58	0.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	195	28.7	29,480	36.1
	1 to 4 months	13	1.9	4,366	5.4
	10 months	7	1.0	232	0.3
	12 months	189	27.8	24,314	29.9
	15 to 18 months	14	2.1	1,627	2.0
	24 months	146	21.6	12,222	15.0
	36 months	55	8.1	4,116	5.1
	48 months	2	0.3	96	0.1
	63 months	11	1.6	613	0.8
	Graduated by length of service	16	2.7	2,338	2.9
	Retained but no maximum specified	26	3.8	1,991	2.4
	Other	3	0.4	39	0.0
	TOTAL	677	100.0	81,434	100.0

3.4 ROLE OF SENIORITY IN RECALL

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Straight seniority	2	20.0	200	17.5
	Seniority governs where qualifications equal	1	20.0	82	7.2
	Seniority governs where qualifications sufficient	3	60.0	859	75.3
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	43	18.1	3,158	16.3
	Straight seniority	63	26.5	5,305	27.4
	Seniority governs where qualifications equal	42	17.6	2,257	11.8
	Seniority governs where qualifications sufficient	88	37.0	8,560	44.2
	Seniority one of a number of factors	1	0.4	30	0.2
	Recall subject to other factors	1	0.4	25	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	4	14.3	2,293	26.1
	Straight seniority	9	32.1	3,174	36.2
	Seniority governs where qualifications equal	1	3.6	43	0.5
	Seniority governs where qualifications sufficient	14	50.0	3,268	37.2
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	4	8.7	155	3.4
	Straight seniority	3	6.5	236	5.2
	Seniority governs where qualifications equal	3	6.5	83	1.8
	Seniority governs where qualifications sufficient	36	78.3	4,029	89.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	800	72.7
	Straight seniority	2	25.0	119	10.8
	Seniority governs where qualifications equal	2	25.0	103	9.4
	Seniority governs where qualifications sufficient	2	25.0	22	2.0
	Seniority one of a number of factors	1	12.5	56	5.1
	TOTAL	8	100.0	1,100	100.0

3.4 ROLE OF SENIORITY IN RECALL (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	43	14.0	890	3.9
	Straight seniority	124	40.3	8,879	39.0
	Seniority governs where qualifications equal	13	4.1	1,086	4.8
	Seniority governs where qualifications sufficient	124	40.3	11,748	51.7
	Seniority one of a number of factors	3	1.0	135	0.6
	Recall subject to other factors	1	0.3	10	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	9	21.4	2,288	9.8
	Straight seniority	14	33.3	20,248	86.6
	Seniority governs where qualifications equal	4	9.5	94	0.4
	Seniority governs where qualifications sufficient	13	31.0	593	2.5
	Seniority one of a number of factors	2	4.8	171	0.7
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	104	15.4	9,584	11.8
	Straight seniority	217	32.1	38,511	47.3
	Seniority governs where qualifications equal	66	9.7	3,748	4.6
	Seniority governs where qualifications sufficient	281	41.5	29,164	35.8
	Seniority one of a number of factors	7	1.0	392	0.5
	Recall subject to other factors	2	0.3	35	0.0
	TOTAL	677	100.0	81,434	100.0

3.5 RETENTION OF SENIORITY DURING ILLNESS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	291	25.5
	Retained but maximum period not specified	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	161	67.7	12,230	63.3
	12 months or less	22	9.2	2,191	11.3
	More than 12, up to 24 months	4	1.7	563	2.9
	24 months or more	1	0.4	750	3.9
	Retained but maximum period not specified	49	20.6	3,558	18.4
	Other	1	0.4	43	0.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	75.0	6,739	76.8
	Retained but maximum period not specified	7	25.0	2,039	23.2
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	24	52.1	1,519	33.7
	12 months or less	4	8.7	165	3.7
	24 months or more	1	2.2	25	0.6
	Retained but maximum period not specified	17	37.0	2,794	62.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	1,082	98.4
	More than 12, up to 24 months	1	12.5	8	0.7
	Retained but maximum period not specified	1	12.5	10	0.9
	TOTAL	8	100.0	1,100	100.0

3.5 RETENTION OF SENIORITY DURING ILLNESS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	101	32.8	7,665	33.7
	12 months or less	11	3.6	436	1.9
	Graduated according to length of service	1	0.3	3	0.0
	Retained but maximum period not specified	194	63.0	14,631	64.3
	Other	1	0.3	13,000	57.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	34	81.0	23,100	98.7
	Retained but maximum period not specified	8	19.0	294	1.3
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	351	51.9	52,976	65.1
	12 months or less	37	5.5	2,792	3.4
	More than 12, up to 24 months	5	0.7	571	0.7
	24 months or more	2	0.3	775	1.0
	Graduated according to length of service	1	0.1	3	0.0
	Retained but maximum period not specified	279	41.2	24,261	29.8
	Other	2	0.3	56	0.0
	TOTAL	677	100.0	81,434	100.0

3.6 PREFERENTIAL SENIORITY FOR UNION OFFICIALS AND/OR EMPLOYEES WITH SPECIAL SKILLS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	291	25.5
	For union officials	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	220	92.5	16,716	86.5
	For employees with special skills	2	0.8	79	0.4
	For union officials	14	5.9	2,400	12.4
	For employees with special skills and for union officials	2	0.8	140	0.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,653	98.6
	For union officials	1	3.6	125	1.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.5	4,398	97.7
	For union officials	3	6.5	105	2.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	290	94.2	20,996	92.3
	For employees with special skills	18	5.8	1,752	7.7
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	635	93.7	75,983	93.3
	For employees with special skills	20	3.0	1,831	2.2
	For union officials	20	3.0	3,480	4.3
	For employees with special skills and for union officials	2	0.3	140	0.2
	TOTAL	677	100.0	81,434	100.0

SECTION 4

TECHNOLOGICAL CHANGE

NOTES TO SECTION 4

In Manitoba, The Labour Relations Act defines technological change to mean: a) the introduction by an employer into his work, undertaking or business, of equipment or material of a different nature or kind than that previously used by him in the operation of the work, undertaking or business; and b) a change in the manner in which the employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.

Table 4.1 Technological Change - Advance Notice

Section 72 of The Labour Relations Act requires employers who are bound by a collective agreement to give written notice of at least 90 calendar days to the bargaining agent when they propose to effect a technological change that is likely to affect the terms and conditions or security of employment of a significant number of employees.

Those collective agreements making specific reference to advance notice in the case of technological change are re-iterating the provision or adding variations or clarification to suit their particular situation.

When advance notice is given in days or weeks, the period is converted to the nearest full month.

Table 4.3 Technological Change - Employment Security

Attrition refers to arrangements which provide for an orderly reduction in a company's work force over a period of time. These arrangements either prohibit out-right or in some way limit the abolition of jobs by relying on quits, deaths and retirements to reduce the employer's work force rather than making such reductions through dismissals.

Table 4.4 Advance Notice of Lay-off in Case of Technological Change

Where notice is given as days or weeks the conversion is made to months and rounded to the nearest full month.

Table 4.6 Technological Change - Training or Retraining

This table refers to provisions that commit the employer to give certain employees affected by technological change an opportunity to qualify for available jobs through training or retraining.

Table 4.7 Technological Change - Relocation Allowance

This table refers to relocation from one plant to another in different cities, provinces, etc. due to lack of work because of technological change.

4.1 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	282	24.7
	1 to 2 months	2	40.0	850	74.5
	Mentioned but not specified	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	195	82.0	15,385	79.6
	1 to 2 months	7	2.9	1,369	7.1
	3 months	15	6.3	1,792	9.3
	4 to 6 months	4	1.7	87	0.4
	Mentioned but not specified	17	7.1	702	3.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	75.0	648	7.4
	3 months	3	10.7	3,721	42.3
	4 to 6 months	1	3.6	575	6.6
	Mentioned but not specified	2	7.1	1,684	19.2
	Other	1	3.6	2,150	24.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	29	63.1	1,378	30.6
	3 months	15	32.6	3,086	68.5
	Mentioned but not specified	2	4.3	39	0.9
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	3 months	2	25.0	119	10.8
	Mentioned but not specified	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	148	48.1	6,949	30.6
	1 to 2 months	69	22.4	6,298	27.7
	3 months	70	22.7	5,947	26.1
	4 to 6 months	2	0.6	1,247	5.5
	Mentioned but not specified	19	6.2	2,307	10.1
	TOTAL	308	100.0	22,748	100.0

4.1 TECHNOLOGICAL CHANGE - ADVANCE NOTICE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	29	69.0	2,879	12.3
	3 months	12	28.6	20,397	87.2
	Mentioned but not specified	1	2.4	118	0.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	429	63.4	27,702	34.0
	1 to 2 months	79	11.7	8,602	10.6
	3 months	118	17.4	35,412	43.6
	4 to 6 months	7	1.0	1,909	2.3
	Mentioned but not specified	43	6.4	5,659	6.9
	Other	1	0.1	2,150	2.6
	TOTAL	677	100.0	81,434	100.0

4.2 TECHNOLOGICAL CHANGE - JOINT CONSULTATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	1,132	99.2
	Joint consultation with no specific reference to committee	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	205	86.2	16,437	85.0
	Labour-management committee	7	2.9	971	5.0
	Joint consultation with no specific reference to committee	26	10.9	1,927	10.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	26	92.9	6,967	79.4
	Joint consultation with no specific reference to committee	2	7.1	1,811	20.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,383	97.3
	Labour-management committee	1	2.2	120	2.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	300	27.3
	Labour-management committee	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	168	54.5	9,697	42.6
	Labour-management committee	3	1.0	136	0.6
	Joint consultation with no specific reference to committee	137	44.5	12,915	56.8
	TOTAL	308	100.0	22,748	100.0

4.2 TECHNOLOGICAL CHANGE - JOINT CONSULTATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	39	92.9	16,859	74.1
	Joint consultation with no specific reference to committee	3	7.1	6,535	25.9
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	496	73.2	56,210	69.0
	Labour-management committee	12	1.8	2,027	2.5
	Joint consultation with no specific reference to committee	169	25.0	23,197	28.5
	TOTAL	677	100.0	81,434	100.0

4.3 TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	222	93.3	17,933	92.7
	Employment or wage guarantee	8	3.4	777	4.0
	Attrition	2	0.8	58	0.3
	Redistribution of work	2	0.8	130	0.7
	Combination of guarantee, attrition and/or redistribution of work	3	1.3	233	1.2
	Other	1	0.4	204	1.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	26	92.9	6,742	76.8
	Employment or wage guarantee	2	7.1	2,036	23.2
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.4	4,133	91.8
	Employment or wage guarantee	2	4.3	333	7.4
	Combination of guarantee, attrition and/or redistribution of work	1	2.3	37	0.8
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	307	99.7	21,155	93.0
	Employment or wage guarantee	1	0.3	1,593	7.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	41	97.6	17,244	73.7
	Other	1	2.4	6,150	26.3
	TOTAL	42	100.0	23,394	100.0

4.3 TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	652	96.3	69,448	85.4
	Employment or wage guarantee	14	2.1	5,089	6.2
	Attrition	2	0.3	58	0.0
	Redistribution of work	2	0.3	130	0.2
	Combination of guarantee, attrition and/or redistribution of work	4	0.6	270	0.3
	Other	3	0.4	6,439	7.9
	TOTAL	677	100.0	81,434	100.0

4.4 ADVANCE NOTICE OF LAY-OFF IN CASE OF TECHNOLOGICAL CHANGE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	231	97.1	18,449	95.5
	1 month	1	0.4	75	0.4
	3 months	2	0.8	376	1.9
	Mentioned but not specified	4	1.7	435	2.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	26	92.8	8,153	92.8
	Less than 1 month	1	3.6	575	6.6
	3 months	1	3.6	50	0.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	44	95.7	4,009	89.0
	3 months	2	4.3	494	11.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	290	94.2	22,034	96.9
	Mentioned but not specified	18	5.8	714	3.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	41	97.6	23,389	100.0
	3 months	1	2.4	5	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	647	95.7	78,710	96.8
	Less than 1 month	1	0.1	575	0.7
	1 month	1	0.1	75	0.0
	3 months	6	0.9	925	1.1
	Mentioned but not specified	22	3.2	1,149	1.4
	TOTAL	677	100.0	81,434	100.0

4.5 REOPENER CLAUSE IN CASE OF TECHNOLOGICAL CHANGE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	237	99.6	19,288	99.8
	Provision exists	1	0.4	47	0.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	304	98.7	21,127	92.9
	Provision exists	4	1.3	1,621	7.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	41	97.6	23,276	99.5
	Provision exists	1	2.4	118	0.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	671	99.1	79,648	97.8
	Provision exists	6	0.9	1,786	2.2
	TOTAL	677	100.0	81,434	100.0

4.6 TECHNOLOGICAL CHANGE - TRAINING OR RETRAINING

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	282	24.7
	Provision exists	3	60.0	859	75.3
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	193	81.1	15,836	81.9
	Provision exists	45	18.9	3,499	18.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	82.1	2,573	29.3
	Provision exists	5	17.9	6,205	70.7
	TOTAL	28	100.0	8,775	100.0
TRADE	No provision	29	63.0	1,184	26.3
	Provision exists	17	37.0	3,319	73.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	304	98.7	20,731	91.1
	Provision exists	4	1.3	2,017	8.9
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	37	88.1	16,683	71.3
	Provision exists	5	11.9	6,711	28.7
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	596	88.0	58,389	71.7
	Provision exists	81	12.0	23,045	28.3
	TOTAL	677	100.0	81,434	100.0

4.7 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	238	100.0	19,335	100.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	7,093	80.8
	Provision exists	1	3.6	1,685	19.2
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	308	100.0	22,748	100.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	676	99.9	79,749	97.9
	Provision exists	1	0.1	1,685	2.1
	TOTAL	677	100.0	81,434	100.0

4.8 OTHER REFERENCE TO TECHNOLOGICAL CHANGE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	291	25.5
	Provision exists	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	206	86.6	17,257	89.3
	Provision exists	32	13.4	2,078	10.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	7,978	90.9
	Provision exists	1	3.6	800	9.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	37	80.4	2,196	48.8
	Provision exists	9	19.6	2,307	51.2
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	300	27.3
	Provision exists	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	166	53.9	8,548	37.6
	Provision exists	142	46.1	14,200	62.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	39	92.9	22,838	97.6
	Provision exists	3	7.1	556	2.4
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	486	71.8	59,493	73.1
	Provision exists	191	28.2	21,941	26.9
	TOTAL	677	100.0	81,434	100.0

SECTION 5

DAYS AND HOURS OF WORK

NOTES TO SECTION 5

Normal daily hours are the number of regular daily working hours worked by full-time employees upon which basic rates of pay and benefits are calculated.

Normal weekly hours are a minimal or required number of weekly working hours for full-time employees upon which basic rates of pay and benefits are calculated.

Table 5.1 Normal Daily Hours

and

Table 5.2 Normal Weekly Hours

The Employment Standards Act defines standard hours of work as eight hours per day and 40 hours per week before overtime rates apply. Exceptions to these hours may be made through collective agreements or by order from the Manitoba Labour Board.

Table 5.5 Flexible Working Hours

Under flextime working hours may be varied in two ways: a) employees may be allowed to vary their hours in any way they wish as long as certain "core" hours are worked and weekly or monthly total hourly requirements are met; or b) employees may be allowed several starting and finishing times.

The compressed workweek involves any re-arrangement of a work schedule that both reduces the number of days worked and increases the number of hours worked per day for a given cycle.

5.1 NORMAL DAILY HOURS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	8 hours	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	Hours not stated	4	1.7	151	0.8
	6 1/4 hours	1	0.4	127	0.7
	7 hours	14	5.9	722	3.7
	7 1/4 hours	3	1.3	188	1.0
	7 1/2 hours	12	5.0	316	1.6
	7 3/4 hours	1	0.4	13	0.0
	8 hours	187	78.6	16,772	86.8
	10 hours or more	2	0.8	42	0.2
	Varies for different groups of employees	9	3.8	774	4.0
	Varies with different seasons	1	0.4	20	0.1
	Irregular	3	1.3	207	1.1
	Cannot determine	1	0.4	3	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	7 hours	1	3.8	575	6.6
	7 1/4 hours	2	7.1	1,134	12.9
	7 1/2 hours	2	7.1	3,386	38.5
	8 hours	19	67.8	1,849	21.1
	Varies for different groups of employees	2	7.1	1,785	20.3
	Irregular	2	7.1	49	0.6
	TOTAL	28	100.0	8,778	100.0
TRADE	7 1/2 hours	7	15.2	549	12.2
	8 hours	28	60.9	1,134	25.2
	Irregular	10	21.7	2,800	62.2
	Other	1	2.2	20	0.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	7 1/4 hours	3	37.5	919	83.5
	7 1/2 hours	1	12.5	56	5.1
	8 hours	4	50.0	125	11.4
	TOTAL	8	100.0	1,100	100.0

5.1 NORMAL DAILY HOURS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	Hours not stated	12	3.9	1,514	6.7
	5 hours	2	0.6	4	0.0
	6 hours	12	3.9	20	0.0
	7 hours	18	5.8	2,186	9.6
	7 1/2 hours	13	4.2	362	1.6
	7 3/4 hours	146	47.5	10,450	46.0
	8 hours	74	24.1	3,898	17.1
	Varies for different groups of employees	13	4.2	4,090	18.1
	Irregular	3	1.0	14	0.0
	Cannot determine	14	4.5	203	0.9
	Other	1	0.3	7	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	Hours not stated	2	4.8	836	3.6
	7 1/2 hours	7	16.7	1,270	5.4
	8 hours	15	35.6	7,634	32.7
	9 hours	1	2.4	16	0.0
	Varies for different groups of employees	13	30.9	13,412	57.4
	Irregular	1	2.4	180	0.8
	Cannot determine	2	4.8	30	0.1
	Other	1	2.4	16	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	Hours not stated	18	2.7	2,501	3.1
	5 hours	2	0.3	4	0.0
	6 hours	12	1.8	20	0.0
	6 1/4 hours	1	0.1	127	0.2
	7 hours	33	4.9	3,483	4.3
	7 1/4 hours	15	2.2	3,511	4.3
	7 1/2 hours	35	5.2	4,669	5.7
	7 3/4 hours	147	21.7	10,463	12.8
	8 hours	334	49.4	32,988	40.6
	9 hours	1	0.1	16	0.0
	10 hours or more	2	0.3	42	0.0
	Varies for different groups of employees	37	5.5	20,061	24.7
	Varies with different seasons	1	0.1	20	0.0
	Irregular	19	2.8	3,250	4.0
	Cannot determine	17	2.5	236	0.3
	Other	3	0.4	43	0.0
	TOTAL	677	100.0	81,434	100.0

5.2 NORMAL WEEKLY HOURS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	40 hours	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	Hours not stated	1	0.4	45	0.2
	35 hours	14	5.9	722	3.8
	36 to 36 3/4 hours	4	1.7	315	1.6
	37 to 37 3/4 hours	12	5.0	316	1.6
	38 to 38 3/4 hours	4	1.7	425	2.2
	40 hours	195	82.0	17,048	88.3
	48 hours	1	0.4	50	0.3
	Varies for different groups of employees	5	2.1	352	1.8
	Irregular	1	0.4	59	0.3
	Cannot determine	1	0.4	3	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	Hours not stated	1	3.6	15	0.2
	35 hours	1	3.6	575	6.6
	36 to 36 3/4 hours	2	7.1	1,134	12.9
	37 to 37 3/4 hours	2	7.1	3,386	38.5
	40 hours	19	67.9	1,849	21.1
	42 to 44 hours	1	3.6	34	0.4
	Varies for different groups of employees	2	7.1	1,785	20.3
	TOTAL	28	100.0	8,778	100.0
TRADE	37 to 37 3/4 hours	7	15.2	549	12.2
	38 to 38 3/4 hours	9	19.6	2,774	61.5
	39 1/2 hours	1	2.2	21	0.5
	40 hours	28	60.8	1,134	25.2
	Irregular	1	2.2	25	0.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	36 to 36 3/4 hours	3	37.5	919	83.5
	37 to 37 3/4 hours	1	12.5	56	5.1
	40 hours	4	50.0	125	11.4
	TOTAL	8	100.0	1,100	100.0

5.2 NORMAL WEEKLY HOURS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	Hours not stated	11	3.6	1,444	6.3
	24 1/2 to 30 hours	15	4.9	25	0.1
	31 to 34 1/2 hours	3	1.0	11	0.0
	35 hours	20	6.5	2,193	9.6
	36 to 36 3/4 hours	3	1.0	9	0.0
	37 to 37 3/4 hours	19	6.2	372	1.6
	38 to 38 3/4 hours	146	47.4	10,452	45.9
	40 hours	75	24.3	3,968	17.5
	Varies for different groups of employees	13	4.2	4,090	18.1
	Irregular	1	0.3	12	0.0
	Cannot determine	2	0.7	172	0.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	Hours not stated	2	4.8	836	3.8
	36 to 36 3/4 hours	7	16.7	1,270	5.4
	40 hours	16	38.0	7,662	32.7
	42 to 44 hours	2	4.8	32	0.1
	50 hours	1	2.4	2	0.0
	Varies for different groups of employees	13	30.9	13,412	57.2
	Irregular	1	2.4	180	0.8
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	Hours not stated	15	2.2	2,340	2.9
	24 1/2 to 30 hours	15	2.2	25	0.0
	31 to 34 1/2 hours	3	0.4	11	0.0
	35 hours	35	5.2	3,490	4.3
	36 to 36 3/4 hours	19	2.8	3,647	4.5
	37 to 37 3/4 hours	41	6.1	4,679	5.7
	38 to 38 3/4 hours	159	23.5	13,651	16.8
	39 1/2 hours	1	0.1	21	0.0
	40 hours	344	50.9	33,362	41.1
	42 to 44 hours	3	0.4	66	0.0
	48 hours	1	0.1	50	0.0
	50 hours	1	0.1	2	0.0
	Varies for different groups of employees	33	4.9	19,639	24.2
	Irregular	4	0.6	276	0.3
	Cannot determine	3	0.4	175	0.2
	TOTAL	677	100.0	81,434	100.0

5.3 NORMAL WORK WEEK (IN DAYS PER WEEK)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	5 days	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	5	2.1	201	1.0
	4 days	2	0.8	42	0.2
	5 days	223	93.8	18,648	96.5
	Varies for different groups of employees	5	2.1	296	1.5
	Varies with different seasons	2	0.8	145	0.8
	Cannot determine	1	0.4	3	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	1	3.6	15	0.2
	5 days	25	89.2	8,634	98.4
	5 1/2 days	1	3.6	29	0.3
	Varies for different groups of employees	1	3.6	100	1.1
	TOTAL	28	100.0	8,778	100.0
TRADE	5 days	45	97.8	4,466	99.2
	Irregular	1	2.2	37	0.8
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	5 days	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	13	4.2	1,509	6.6
	5 days	278	90.3	21,031	92.7
	6 days	2	0.6	4	0.0
	7 days	7	2.3	20	0.0
	Reference to hours not days	1	0.3	170	0.7
	Cannot determine	7	2.3	14	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	2	4.8	836	3.6
	4 days	1	2.4	16	0.0
	5 days	36	85.6	22,458	96.1
	Varies for different groups of employees	2	4.8	56	0.2
	Cannot determine	1	2.4	28	0.1
	TOTAL	42	100.0	23,394	100.0

5.3 NORMAL WORK WEEK (IN DAYS PER WEEK) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	21	3.2	2,561	3.2
	4 days	3	0.4	58	0.0
	5 days	622	92.0	77,913	95.8
	5 1/2 days	1	0.1	29	0.0
	6 days	2	0.3	4	0.0
	7 days	7	1.0	20	0.0
	Varies for different groups of employees	8	1.2	452	0.6
	Varies with different seasons	2	0.3	145	0.2
	Irregular	1	0.1	37	0.0
	Reference to hours not days	1	0.1	170	0.2
	Cannot determine	9	1.3	45	0.0
	TOTAL	677	100.0	81,434	100.0

5.4 WEEKLY REST PERIOD FOR CONTINUOUS OPERATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	230	96.7	18,345	94.9
	1 day	1	0.4	60	0.3
	2 days	7	2.9	930	4.8
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,653	98.6
	2 days	1	3.6	125	1.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	40	87.0	2,253	50.0
	2 days	6	13.0	2,250	50.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	140	45.5	7,298	32.1
	2 days	168	54.5	15,450	67.9
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	40	95.2	23,338	99.8
	2 days	1	2.4	40	0.2
	More than 2 days	1	2.4	16	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	492	72.8	62,563	76.9
	1 day	1	0.1	60	0.0
	2 days	183	27.0	18,795	23.1
	More than 2 days	1	0.1	16	0.0
	TOTAL	677	100.0	81,434	100.0

5.5 FLEXIBLE WORKING HOURS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	231	97.1	18,997	98.3
	5 day week, flextime	1	0.4	20	0.1
	Compressed work week	6	2.5	318	1.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	26	92.9	7,878	89.7
	Compressed work week	2	7.1	900	10.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	300	27.3
	Compressed work week	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	219	71.2	15,876	69.8
	5 day week, flextime	1	0.3	1	0.0
	Compressed work week	86	27.9	6,763	29.7
	Other	2	0.6	108	0.5
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	32	76.2	7,019	30.0
	5 day week, flextime	7	16.7	9,002	38.5
	Compressed work week	3	7.1	7,373	31.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	568	83.9	56,149	69.0
	5 day week, flextime	9	1.3	9,023	11.1
	Compressed work week	98	14.5	16,154	19.8
	Other	2	0.3	108	0.1
	TOTAL	677	100.0	81,434	100.0

SECTION 6

OVERTIME

NOTES TO SECTION 6

Overtime may be defined as time worked in excess of the regular or standard number of hours fixed by statute or collective agreement. Rates of pay for overtime are normally defined as pay rates higher than straight-time pay for time actually worked.

Under Manitoba legislation, the minimum overtime rate is one and one-half times the regular rate of pay and generally overtime is paid for all hours worked in excess of eight in a day and 40 in a week.

Table 6.5 Overtime Rates for Work on a Paid Holiday

A paid holiday may be defined as a holiday on which employees receive their normal pay although not required or scheduled to work on that day.

Under The Employment Standards Act, employees who work on a paid general holiday must be paid their regular rate of pay for that day, and in addition to that, one and one-half times the regular rate of pay for all hours worked on the general holiday.

Employees of gasoline stations, hospitals, hotels, restaurants, continuously operating plants, amusement places, seasonal industries (excluding the construction industry) and domestic services are not entitled to be paid for working on a general holiday if they are given compensatory time off with pay from their employer.

If employees do not qualify to be paid for the general holiday but work on that day, then they must receive one and one-half times their regular wages.

There are seven paid general holidays. They are: New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day and Christmas Day.

Table 6.6 Right to Refuse Overtime

"Other" in this table includes situations where some employees have voluntary overtime and others do not.

Overtime is generally considered to be voluntary except as otherwise provided for in the collective agreement.

6.1 OVERTIME COMPENSATION AFTER NORMAL DAILY HOURS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	1 1/2x for all hours	5	62.5	985	89.5
	1 1/2x for 3 to 4 hours, then 2x	3	37.5	115	10.5
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	27	8.8	1,700	7.5
	1x and/or equivalent time off	1	0.3	52	0.2
	1 1/2x for all hours	74	24.0	3,889	17.1
	1 1/2x for 1 to 2 hours, then 2x	22	7.1	836	3.7
	1 1/2x for 3 to 4 hours, then 2x	161	52.4	13,943	61.3
	1 1/2x for 2 hours, then 3x	1	0.3	1	0.0
	2x for all hours	17	5.5	2,120	9.3
	Other	5	1.6	207	0.9
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	8	19.0	1,144	4.9
	1x and/or equivalent time off	1	2.4	6	0.0
	1 1/2x for all hours	21	50.0	14,169	60.6
	1 1/2x for 1 to 2 hours, then 2x	3	7.1	7,373	31.5
	1 1/2x for 3 to 4 hours, then 2x	6	14.3	274	1.2
	1 1/2x for 4 1/2 to 9 hours, then 2x	2	4.8	400	1.7
	2x for all hours	1	2.4	28	0.1
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	52	7.7	4,023	4.9
	1x and/or equivalent time off	2	0.3	58	0.0
	1x for 2 hours, then 2x	1	0.1	800	1.0
	1 1/2 for all hours	237	35.0	31,808	39.0
	1 1/2 for 1 to 2 hours, then 2x	65	9.6	11,709	14.4
	1 1/2 for 3 to 4 hours, then 2x	276	40.9	23,026	28.3
	1 1/2x for 4 1/2 to 9 hours, then 2x	6	0.9	1,197	1.5
	1 1/2x for 3 to 4 hours, then 2 1/2x	3	0.4	241	0.3
	1 1/2x for 2 hours, then 3x	1	0.1	1	0.0
	2x for all hours	25	3.7	8,024	9.9
	Other	9	1.3	547	0.7
	TOTAL	677	100.0	81,434	100.0

6.1 OVERTIME COMPENSATION AFTER NORMAL DAILY HOURS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	1 1/2x for all hours	2	40.0	850	74.5
	1 1/2x for 1 to 2 hours, then 2x	1	20.0	9	0.8
	1 1/2x for 3 to 4 hours, then 2 1/2x	1	20.0	200	17.5
	Other	1	20.0	82	7.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	12	5.0	735	3.8
	1 1/2x for all hours	98	41.2	8,229	42.6
	1 1/2x for 1 to 2 hours, then 2x	35	14.7	3,033	15.7
	1 1/2 for 3 to 4 hours, then 2x	87	36.6	6,298	32.6
	1 1/2x for 4 1/2 to 9 hours, then 2x	3	1.3	782	4.0
	2x for all hours	1	0.4	13	0.0
	Other	2	0.8	245	1.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	3	10.7	83	0.9
	1x for 2 hours, then 2x	1	3.6	800	9.1
	1 1/2x for all hours	8	28.5	287	3.3
	1 1/2x for 1 to 2 hours, then 2x	3	10.7	363	4.1
	1 1/2x for 3 to 4 hours, then 2x	7	25.0	1,370	15.6
	1 1/2x for 4 1/2 to 9 hours, then 2x	1	3.6	15	0.2
	2x for all hours	5	17.9	5,860	66.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	1	2.2	11	0.2
	1 1/2x for all hours	28	60.8	3,314	73.7
	1 1/2x for 1 to 2 hours, then 2x	1	2.2	95	2.1
	1 1/2x for 3 to 4 hours, then 2x	12	26.1	1,026	22.8
	1 1/2x for 3 to 4 hours, then 2 1/2x	2	4.3	41	0.9
	2x for all hours	1	2.2	3	0.0
	Other	1	2.2	13	0.3
	TOTAL	46	100.0	4,503	100.0

6.2 OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	282	24.7
	1 1/2x for all hours	3	60.0	859	75.3
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	119	50.1	8,518	44.2
	1x for 1 to 2 hours, then 2x	1	0.4	85	0.4
	1 1/2x for all hours	60	25.2	5,602	29.0
	1 1/2x for 1 to 2 hours, then 2x	11	4.6	1,009	5.2
	1 1/2x for 3 to 4 hours, then 2x	22	9.2	1,015	5.2
	1 1/2x for 5 to 9 hours, then 2x	21	8.8	2,863	14.8
	2x for all hours	1	0.4	13	0.0
	Other	3	1.3	230	1.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	11	39.2	1,448	16.5
	1x for 1 to 2 hours, then 2x	1	3.6	800	9.1
	1 1/2x for all hours	8	28.5	307	3.5
	1 1/2x for 1 to 2 hours, then 2x	1	3.6	334	3.8
	1 1/2x for 3 to 4 hours, then 2x	1	3.6	8	0.1
	2x for all hours	5	17.9	5,860	66.8
	Other	1	3.6	21	0.2
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	11	23.9	310	6.9
	1 1/2x for all hours	27	58.7	3,642	80.9
	1 1/2x for 3 to 4 hours, then 2x	7	15.2	548	12.2
	2x for all hours	1	2.2	3	0.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	1,026	93.3
	1 1/2x for all hours	2	25.0	66	6.0
	1 1/2x for 3 to 4 hours, then 2x	1	12.5	8	0.7
	TOTAL	8	100.0	1,100	100.0

6.2 OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	46	14.9	2,911	12.8
	1x and/or equivalent time off	1	0.3	52	0.2
	1 1/2x for all hours	78	25.3	3,609	15.9
	1 1/2x for 1 to 2 hours, then 2x	13	4.2	719	3.2
	1 1/2x for 3 to 4 hours, then 2x	148	48.2	13,273	58.3
	2x for all hours	17	5.5	2,014	8.9
	Other	5	1.6	170	0.7
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	29	69.1	22,966	98.3
	1x and/or equivalent time off	1	2.4	6	0.0
	1 1/2x for all hours	8	19.0	337	1.4
	1 1/2x for 3 to 4 hours, then 2x	3	7.1	57	0.2
	2x for all hours	1	2.4	28	0.1
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	225	33.2	37,896	46.6
	1x and/or equivalent time off	2	0.3	58	0.0
	1x for 1 to 2 hours, then 2x	2	0.3	885	1.1
	1 1/2x for all hours	186	27.5	14,422	17.7
	1 1/2x for 1 to 2 hours, then 2x	25	3.7	2,062	2.5
	1 1/2x for 3 to 4 hours, then 2x	182	26.9	14,909	18.4
	1 1/2x for 5 to 9 hours, then 2x	21	3.1	2,863	3.5
	2x for all hours	25	3.7	7,918	9.7
	Other	9	1.3	421	0.5
	TOTAL	677	100.0	81,434	100.0

6.3 OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	850	74.5
	1 1/2x for all hours	1	20.0	9	0.8
	Other	2	40.0	282	24.7
	TOTAL	2	100.0	1,141	100.0
MANUFACTURING	No provision	52	21.8	3,155	16.3
	1x for 4 hours, then 2x	1	0.4	85	0.4
	1 1/2x for all hours	81	34.1	7,197	37.3
	1 1/2x for 2 to 3 hours, then 2x	14	5.9	1,431	7.4
	1 1/2x for 4 to 4 1/2 hours, then 2x	40	16.8	3,378	17.5
	1 1/2x for 5 to 9 hours, then 2x	19	8.0	2,049	10.6
	2x for all hours	24	10.1	1,574	8.1
	2 1/2x for all hours	2	0.8	232	1.2
	Other	5	2.1	234	1.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	10	35.7	6,553	74.7
	1 1/2x for all hours	9	32.1	186	2.1
	1 1/2x for 5 to 9 hours, then 2x	3	10.7	61	0.7
	2x for all hours	5	17.9	1,957	22.3
	Other	1	3.6	21	0.2
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	17	36.9	767	17.0
	1 1/2x for all hours	11	23.9	418	9.3
	1 1/2x for 4 to 4 1/2 hours, then 2x	5	10.9	383	8.5
	1 1/2x for 3 to 4 hours, then 2 1/2x	1	2.2	25	0.6
	2x for all hours	11	23.9	2,897	64.3
	Other	1	2.2	13	0.3
	TOTAL	46	100.0	4,503	100.0

6.3 OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	64	5.8
	1 1/2x for all hours	3	37.5	129	11.7
	1 1/2x for 4 to 4 1/2 hours, then 2x	2	25.0	895	81.4
	2x for all hours	1	12.5	12	1.1
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	187	60.8	14,081	61.8
	1 1/2x for all hours	12	3.9	880	3.9
	1 1/2x for 2 to 3 hours, then 2x	2	0.6	31	0.1
	1 1/2x for 4 to 4 1/2 hours, then 2x	3	1.0	105	0.5
	1 1/2 for 5 to 9 hours, then 2x	2	0.6	87	0.4
	2x for all hours	97	31.5	7,024	30.9
	Other	5	1.6	540	2.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	20	47.6	2,767	11.8
	1x and/or equivalent time off	1	2.4	6	0.0
	1 1/2x for all hours	15	35.7	13,848	59.3
	1 1/2x for 4 to 4 1/2 hours, then 2x	1	2.4	380	1.6
	2x for all hours	5	11.9	6,393	27.3
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	290	42.9	28,237	34.7
	1x and/or equivalent time off	1	0.1	6	0.0
	1x for 4 hours, then 2x	1	0.1	85	0.1
	1 1/2x for all hours	133	19.6	23,017	28.3
	1 1/2x for 2 to 3 hours, then 2x	16	2.4	1,462	1.8
	1 1/2x for 4 to 4 1/2 hours, then 2x	51	7.5	5,141	6.3
	1 1/2x for 5 to 9 hours, then 2x	25	3.7	2,282	2.8
	1 1/2x for 3 to 4 hours, then 2 1/2x	1	0.1	25	0.0
	2x for all hours	143	21.2	19,857	24.4
	2 1/2x for all hours	2	0.3	232	0.3
	Other	14	2.1	1,090	1.3
	TOTAL	677	100.0	81,434	100.0

6.4 OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	850	74.5
	2x for all days	2	40.0	209	18.3
	Other	1	20.0	82	7.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	73	30.7	4,936	25.5
	Straight time for 4 hours, then 2x	1	0.4	85	0.4
	1 1/2x for all hours	18	7.6	2,315	12.0
	1 1/2x for 4 hours, then 2x	2	0.8	230	1.2
	1 1/2x for 8 hours, then 2x	1	0.4	150	0.8
	2x for all hours	134	56.3	10,948	56.6
	2x for 6 hours, then 2 1/2x	1	0.4	100	0.5
	1 1/2x for all hours	5	2.1	361	1.9
	Other	3	1.3	210	1.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	10	35.6	6,518	74.4
	1 1/2x for all hours	8	28.6	136	1.5
	1 1/2x for 8 hours, then 2x	1	3.6	19	0.2
	2x for all hours	8	28.6	2,084	23.7
	Other	1	3.6	21	0.2
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	7	15.2	149	3.3
	1 1/2x for all hours	3	6.5	30	0.7
	2x for all hours	35	76.1	4,274	94.9
	2 1/2x for all hours	1	2.2	50	1.1
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	56	5.1
	1 1/2x for all hours	1	12.5	10	0.9
	1 1/2x for 4 hours, then 2x	1	12.5	95	8.6
	2x for all hours	5	62.5	939	85.4
	TOTAL	8	100.0	1,100	100.0

6.4 OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	184	59.8	13,929	61.2
	1 1/2x for all hours	5	1.6	598	2.6
	1 1/2x for 4 hours, then 2x	1	0.3	58	0.3
	2x for all hours	116	37.7	8,127	35.7
	Other	2	0.6	36	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	18	42.9	2,697	11.5
	1 1/2x for all hours	4	9.5	1,659	7.1
	2x for all hours	20	47.6	19,038	81.4
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	295	43.6	29,135	35.8
	Straight time for 4 hours, then 2x	1	0.1	85	0.1
	1 1/2x for all hours	39	5.8	4,748	5.8
	1 1/2x for 4 hours, then 2x	4	0.6	383	0.5
	1 1/2x for 8 hours, then 2x	3	0.4	254	0.3
	2x for all hours	321	47.5	45,969	56.5
	2x for 6 hours, then 2 1/2x	1	0.1	100	0.1
	2 1/2x for all hours	6	0.9	411	0.5
	Other	7	1.0	349	0.4
	TOTAL	677	100.0	81,434	100.0

6.5 OVERTIME RATES FOR WORK ON A PAID HOLIDAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	200	17.5
	2x plus day off with pay or extra day's pay	1	20.0	9	0.8
	Other	3	60.0	932	81.7
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	34	14.3	2,867	14.8
	1 1/2x	19	8.0	628	3.2
	2x	40	16.8	5,034	26.1
	2 1/2x	5	2.1	167	0.9
	3x	36	15.1	3,450	17.8
	2x plus day off with pay or extra day's pay	63	26.5	4,260	22.0
	1 1/2x plus day off with pay or extra day's pay	31	13.0	2,511	13.0
	Other	10	4.2	418	2.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	4	14.3	2,598	29.7
	1 1/2x	8	28.6	318	3.6
	1 3/4x	1	3.6	21	0.2
	2x	2	7.1	818	9.3
	2 1/2x	1	3.6	43	0.5
	3x	1	3.6	334	3.8
	2x plus day off with pay or extra day's pay	2	7.1	1,785	20.3
	1 1/2x plus day off with pay or extra day's pay	7	25.0	2,276	25.9
	Other	2	7.1	585	6.7
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	7	15.2	330	7.3
	1 1/2x	4	8.7	131	2.9
	2x	6	13.0	468	10.4
	2 1/2x	1	2.2	104	2.3
	3x	2	4.3	27	0.6
	2x plus day off with pay or extra day's pay	16	34.9	3,137	69.7
	1 1/2x plus day off with pay or extra day's pay	8	17.4	281	6.2
	Other	2	4.3	25	0.6
	TOTAL	46	100.0	4,503	100.0

6.5 OVERTIME RATES FOR WORK ON A PAID HOLIDAY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	56	5.1
	2x plus day off with pay or extra day's pay	1	12.5	8	0.7
	1 1/2x plus day off with pay or extra day's pay	5	62.5	1,026	93.3
	Other	1	12.5	10	0.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	63	20.5	2,766	12.2
	1 1/2x	7	2.3	726	3.2
	1 3/4x	1	0.3	111	0.5
	2x	24	7.8	3,191	14.0
	2 1/2x	140	45.5	9,460	41.5
	3x	2	0.6	1,632	7.2
	2x plus day off with pay or extra day's pay	24	7.8	1,247	5.5
	1 1/2x plus day off with pay or extra day's pay	22	7.1	793	3.5
	Other	25	8.1	2,822	12.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	6	14.3	907	3.9
	1 1/2x	7	16.7	226	1.0
	2x	11	26.2	2,007	8.6
	2 1/2x	3	7.1	123	0.5
	2x plus day off with pay or extra day's pay	4	9.5	6,201	26.5
	1 1/2x plus day off with pay or extra day's pay	11	26.2	13,930	59.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	116	17.1	9,724	11.9
	1 1/2x	45	6.6	2,029	2.5
	1 3/4x	2	0.3	132	0.2
	2x	83	12.3	11,518	14.1
	2 1/2x	150	22.1	9,897	12.2
	3x	41	6.1	5,443	6.7
	2x plus day off with pay or extra day's pay	111	16.4	16,647	20.4
	1 1/2x plus day off with pay or extra day's pay	85	12.6	21,167	26.0
	Other	44	6.5	4,877	6.0
	TOTAL	677	100.0	81,434	100.0

6.6 RIGHT TO REFUSE OVERTIME

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	82	7.2
	Right to refuse	3	60.0	859	75.3
	Modified right to refuse	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	137	57.6	10,212	52.8
	Right to refuse	36	15.1	4,270	22.1
	Modified right to refuse	33	13.9	2,453	12.7
	No right to refuse	27	11.3	2,065	10.7
	Other	5	2.1	335	1.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	67.9	6,486	73.9
	Modified right to refuse	7	25.0	2,227	25.4
	No right to refuse	2	7.1	65	0.7
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	27	58.7	1,300	28.9
	Right to refuse	6	13.0	684	15.2
	Modified right to refuse	13	28.3	2,519	55.9
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	Right to refuse	1	12.5	800	72.7
	Modified right to refuse	1	12.5	43	3.9
	No right to refuse	1	12.5	76	6.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	231	75.0	15,038	66.1
	Right to refuse	7	2.3	282	1.2
	Modified right to refuse	65	21.1	5,768	25.4
	No right to refuse	4	1.3	67	0.3
	Other	1	0.3	1,593	7.0
	TOTAL	308	100.0	22,748	100.0

6.6 RIGHT TO REFUSE OVERTIME (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	38	90.4	22,854	97.7
	Right to refuse	2	4.8	480	2.1
	Modified right to refuse	1	2.4	40	0.2
	No right to refuse	1	2.4	20	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	459	67.8	56,503	69.3
	Right to refuse	55	8.1	7,375	9.1
	Modified right to refuse	121	17.9	13,250	16.3
	No right to refuse	36	5.3	2,378	2.9
	Other	6	0.9	1,928	2.4
	TOTAL	677	100.0	81,434	100.0

6.7 EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	200	17.5
	Distribution among employees within a department	1	20.0	82	7.2
	Distribution among employees within an occupation and/or wage bracket	3	60.0	859	75.3
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	190	79.8	14,757	76.4
	Distribution on a plant-wide basis	9	3.8	755	3.9
	Distribution among employees within a department	10	4.2	909	4.7
	Distribution among employees within an occupation and/or wage bracket	8	3.4	838	4.3
	Distribution on a plant-wide basis by occupation and/or wage bracket	1	0.4	70	0.4
	Distribution within a department by occupation and/or wage bracket	1	0.4	100	0.5
	Overtime is equitably distributed but preference given to senior employees	1	0.4	480	2.5
	Overtime is equitably distributed amongst those "qualified"	13	5.5	1,129	5.8
	Other	5	2.1	297	1.5
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	68.0	3,187	36.4
	Distribution on a plant-wide basis	2	7.1	2,725	31.0
	Overtime is equitably distributed but preference given to senior employees	3	10.7	159	1.8
	Overtime is equitably distributed amongst those "qualified"	2	7.1	1,450	16.5
	Other	2	7.1	1,257	14.3
	TOTAL	28	100.0	8,778	100.0

6.7 EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
TRADE	No provision	36	78.2	1,721	38.2
	Distribution on a plant-wide basis	1	2.2	30	0.7
	Overtime is equitably distributed but preference given to senior employees	1	2.2	10	0.2
	Overtime is equitably distributed amongst those "qualified"	7	15.2	2,724	60.5
	Other	1	2.2	18	0.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	1,034	94.0
	Overtime is equitably distributed amongst those "qualified"	1	12.5	56	5.1
	Other	1	12.5	10	0.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	164	53.3	9,215	40.5
	Distribution on a plant-wide basis	2	0.6	177	0.8
	Distribution among employees within a department	3	1.0	1,231	5.4
	Distribution among employees within an occupation and/or wage bracket	2	0.6	109	0.5
	Overtime is equitably distributed but preference given to senior employees	1	0.3	6	0.0
	Overtime is equitably distributed amongst those "qualified"	125	40.6	8,408	37.0
	Other	11	3.6	3,602	15.8
	TOTAL	308	100.0	22,748	100.0

6.8 TIME OFF OR COMPENSATION FOR OVERTIME

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	228	95.8	18,180	94.0
	Pay only	3	1.3	294	1.5
	Full compensatory time off	2	0.8	300	1.6
	Choice of pay and/or compensatory time off	5	2.1	561	2.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.3	5,494	62.6
	Choice of pay and/or compensatory time off	3	10.7	3,284	37.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	31	67.4	1,578	35.0
	Pay only	12	26.1	2,872	63.8
	Full compensatory time off	1	2.2	16	0.4
	Choice of pay and/or compensatory time off	2	4.3	37	0.8
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	103	9.4
	Choice of pay and/or compensatory time off	6	75.0	997	90.6
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	118	38.3	7,161	31.5
	Pay only	6	1.9	235	1.0
	Choice of pay and/or compensatory time off	183	59.5	15,307	67.3
	Other	1	0.3	45	0.2
	TOTAL	308	100.0	22,748	100.0

6.8 TIME OFF OR COMPENSATION FOR OVERTIME (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	18	42.9	1,282	5.5
	Full compensatory time off	1	2.4	42	0.2
	Choice of pay and/or compensatory time off	23	54.7	22,070	94.3
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	429	63.4	35,374	43.4
	Pay only	21	3.1	3,401	4.2
	Full compensatory time off	4	0.6	358	0.4
	Choice of pay and/or compensatory time off	222	32.8	42,256	52.0
	Other	1	0.1	45	0.0
	TOTAL	677	100.0	81,434	100.0

SECTION 7

PREMIUM PAY

NOTES TO SECTION 7

Premium pay may be defined as pay over and above straight time pay for time actually worked, including contractual overtime for excess hours, clock time hours and special days, pay for idle time and absences.

Table 7.1 Shift Premium (Second Shift)

and

Table 7.2 Shift Premium (Third Shift)

A shift premium may be defined as a premium which may be a percentage, a flat sum or a time allowance paid to workers other than the day shift to compensate them for inconvenient working hours.

Table 7.5 Premium Rates for Work on a Paid Holiday

Under The Employment Standards Act, employees who work on a paid general holiday must be paid their regular rate of pay for that day, and in addition to that, one and one-half times the regular rate of pay for all hours worked on the general holiday.

Employees of gasoline stations, hospitals, hotels, restaurants, continuously operating plants, amusement places, seasonal industries (excluding the construction industry) and domestic services are not entitled to be paid for working on a general holiday if they are given compensatory time off with pay from their employer.

If employees do not qualify to be paid for the general holiday but work on that day, then they must receive one and one-half times their regular wages.

There are seven paid general holidays. They are:
New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day and Christmas Day.

Table 7.6 Premium Pay for Broken or Split Shifts

A broken or split shift refers to the division of an employee's daily working time into two or more working periods to meet peak needs.

7.1 SHIFT PREMIUM (SECOND SHIFT)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	20¢ per hour	2	40.0	850	74.5
	21¢ to 24¢ per hour	1	20.0	82	7.2
	35¢ per hour	1	20.0	9	0.8
	37¢ to 38¢ per hour	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	85	35.8	5,483	28.5
	10¢ to 18¢ per hour	12	5.0	415	2.1
	20¢ per hour	14	5.9	1,301	6.7
	21¢ to 24¢ per hour	7	2.9	666	3.4
	25¢ per hour	42	17.7	5,393	28.0
	26¢ to 29¢ per hour	6	2.5	434	2.2
	30¢ per hour	10	4.2	1,118	5.8
	31¢ to 34¢ per hour	4	1.7	839	4.3
	35¢ per hour	16	6.7	1,530	7.9
	40¢ per hour	8	3.4	441	2.3
	41¢ to 47¢ per hour	3	1.3	285	1.5
	50¢ per hour	6	2.5	188	1.0
	55¢ to 94¢ per hour	13	5.5	366	1.9
	$1.00 to $2.85 per shift	2	0.8	80	0.4
	3% to 6 2/3% of regular rate	7	2.9	560	2.9
	15% to 20% of regular rate	1	0.4	16	0.0
	Other	2	0.8	220	1.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	9	32.1	177	2.0
	10¢ to 18¢ per hour	3	10.7	103	1.2
	20¢ per hour	1	3.6	50	0.6
	25¢ per hour	1	3.6	18	0.2
	30¢ per hour	2	7.1	27	0.3
	35¢ per hour	3	10.7	2,962	33.7
	40¢ per hour	7	25.0	5,086	58.0
	55¢ to 94¢ per hour	1	3.6	21	0.2
	Varies by occupation	1	3.6	334	3.8
	TOTAL	28	100.0	8,778	100.0

7.1 SHIFT PREMIUM (SECOND SHIFT) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
TRADE	No provision	18	39.2	800	17.8
	25¢ per hour	2	4.3	43	1.0
	30¢ per hour	3	6.5	208	4.6
	35¢ per hour	2	4.3	122	2.7
	37¢ to 38¢ per hour	2	4.3	27	0.6
	41¢ to 47¢ per hour	5	10.9	361	8.0
	50¢ per hour	6	13.0	2,255	50.0
	55¢ to 94¢ per hour	5	10.9	595	13.2
	3% to 6 2/3% of regular rate	1	2.2	30	0.7
	Paid for more hours than worked	1	2.2	50	1.1
	Other	1	2.2	13	0.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	193	17.5
	31¢ to 34¢ per hour	1	12.5	95	8.6
	41¢ to 47¢ per hour	1	12.5	12	1.1
	$1.00 to $2.85 per shift	1	12.5	800	72.8
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	106	34.5	5,217	22.9
	10¢ to 18¢ per hour	4	1.3	154	0.7
	20¢ per hour	1	0.3	37	0.2
	25¢ per hour	2	0.6	165	0.7
	30¢ per hour	2	0.6	150	0.7
	31¢ to 34¢ per hour	2	0.6	47	0.2
	35¢ per hour	82	26.7	10,016	44.1
	40¢ per hour	91	29.6	6,834	30.0
	$1.00 to $2.85 per shift	1	0.3	50	0.2
	15% to 20% of regular rate	16	5.2	58	0.3
	Paid for more hours than worked	1	0.3	20	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	25	59.5	3,492	14.9
	20¢ per hour	4	9.5	193	0.8
	25¢ per hour	2	4.8	238	1.0
	30¢ per hour	1	2.4	13	0.0
	35¢ per hour	1	2.4	28	0.1
	40¢ per hour	3	7.1	7,373	31.6
	$1.00 to $2.85 per shift	6	14.3	12,057	51.6
	TOTAL	42	100.0	23,394	100.0

7.1 SHIFT PREMIUM (SECOND SHIFT) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	248	36.7	15,362	19.0
	10¢ to 18¢ per hour	19	2.8	672	0.8
	20¢ per hour	22	3.2	2,431	3.0
	21¢ to 24¢ per hour	8	1.2	748	0.9
	25¢ per hour	49	7.2	5,857	7.2
	26¢ to 29¢ per hour	6	0.9	434	0.5
	30¢ per hour	18	2.7	1,516	1.9
	31¢ to 34¢ per hour	8	1.2	1,331	1.6
	35¢ per hour	105	15.5	14,667	18.0
	37¢ to 38¢ per hour	4	0.6	312	0.4
	40¢ per hour	109	16.1	19,734	24.3
	41¢ to 47¢ per hour	9	1.3	658	0.8
	50¢ per hour	12	1.8	2,443	3.0
	55¢ to 94¢ per hour	19	2.8	981	1.2
	$1.00 to $2.85 per shift	10	1.5	12,987	15.9
	3% to 6 2/3% of regular rate	8	1.2	590	0.7
	15% to 20% of regular rate	17	2.5	74	0.1
	Paid for more hours than worked	2	0.3	70	0.0
	Varies by occupation	1	0.1	334	0.4
	Other	3	0.4	233	0.3
	TOTAL	677	100.0	81,434	100.0

7.2 SHIFT PREMIUM (THIRD SHIFT)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	25¢ per hour	2	40.0	850	74.5
	26¢ to 29¢ per hour	1	20.0	82	7.2
	41¢ to 47¢ per hour	1	20.0	200	17.5
	50¢ per hour	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	98	41.2	6,799	35.2
	9¢ to 24¢ per hour	15	6.3	854	4.4
	25¢ per hour	37	15.5	4,112	21.3
	26¢ to 29¢ per hour	9	3.8	626	3.2
	30¢ per hour	9	3.8	1,383	7.2
	31¢ to 33¢ per hour	5	2.1	991	5.1
	35¢ per hour	17	7.1	1,715	8.9
	40¢ per hour	8	3.4	345	1.8
	41¢ to 47¢ per hour	2	0.8	179	0.9
	50¢ per hour	5	2.1	306	1.6
	55¢ to 75¢ per hour	9	3.8	626	3.2
	85¢ to $1.00 per hour	9	3.8	235	1.2
	$2.00 to $5.00 per shift	2	0.8	80	0.4
	3 1/2% to 7% of regular rate	6	2.5	555	2.9
	10% to 15% of regular rate	1	0.4	16	0.0
	Paid for more hours than worked	3	1.3	348	1.8
	Other	3	1.3	165	0.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORATION, COMMUNICATION AND OTHER UTILITIES	No provision	8	28.6	158	1.8
	9¢ to 24¢ per hour	4	14.3	153	1.7
	25¢ per hour	2	7.1	37	0.4
	30¢ per hour	2	7.1	27	0.3
	35¢ per hour	1	3.6	12	0.1
	40¢ per hour	7	25.0	5,086	58.0
	41¢ to 47¢ per hour	2	7.1	2,950	33.7
	85¢ to $1.00 per hour	1	3.6	21	0.2
	Varies by occupation	1	3.6	334	3.8
	TOTAL	28	100.0	8,778	100.0

7.2 SHIFT PREMIUM (THIRD SHIFT) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
TRADE	No provision	20	43.6	836	18.5
	25¢ per hour	3	6.5	138	3.1
	35¢ per hour	3	6.5	158	3.5
	37¢ per hour	2	4.3	27	0.6
	41¢ to 47¢ per hour	4	8.7	237	5.3
	50¢ per hour	10	21.7	2,799	62.1
	55¢ to 75¢ per hour	2	4.3	228	5.1
	10% to 15% of regular rate	1	2.2	30	0.7
	Paid for more hours than worked	1	2.2	50	1.1
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	193	17.5
	31¢ to 33¢ per hour	1	12.5	95	8.6
	41¢ to 47¢ per hour	1	12.5	12	1.1
	$2.00 to $5.00 per shift	1	12.5	800	72.8
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	124	40.4	5,682	25.0
	9¢ to 24¢ per hour	6	1.9	253	1.1
	25¢ per hour	1	0.3	107	0.5
	30¢ per hour	2	0.6	150	0.7
	31¢ to 33¢ per hour	2	0.6	47	0.2
	35¢ per hour	80	26.0	9,625	42.3
	40¢ per hour	91	29.6	6,843	30.1
	10% to 15% of regular rate	1	0.3	21	0.1
	Paid for more hours than worked	1	0.3	20	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	24	57.1	3,112	13.3
	25¢ per hour	6	14.3	431	1.8
	30¢ per hour	1	2.4	13	0.0
	35¢ per hour	1	2.4	28	0.1
	40¢ per hour	4	9.5	7,753	33.2
	$2.00 to $5.00 per shift	6	14.3	12,057	51.6
	TOTAL	42	100.0	23,394	100.0

7.2 SHIFT PREMIUM (THIRD SHIFT) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	279	41.3	16,780	20.7
	9¢ to 24¢ per hour	25	3.7	1,260	1.5
	25¢ per hour	51	7.5	5,675	7.0
	26¢ to 29¢ per hour	10	1.5	708	0.9
	30¢ per hour	14	2.1	1,573	1.9
	31¢ to 33¢ per hour	9	1.3	1,483	1.8
	35¢ per hour	103	15.2	11,623	14.3
	37¢ per hour	2	0.3	27	0.0
	40¢ per hour	110	16.3	20,027	24.7
	41¢ to 47¢ per hour	10	1.5	3,578	4.4
	50¢ per hour	16	2.4	3,114	3.8
	55¢ to 75¢ per hour	11	1.6	854	1.0
	85¢ to $1.00 per hour	10	1.5	256	0.3
	$2.00 to $5.00 per shift	9	1.3	12,937	15.9
	3 1/2% to 7% of regular rate	6	0.9	555	0.7
	10% to 15% of regular rate	3	0.4	67	0.0
	Paid for more hours than worked	5	0.7	418	0.5
	Varies by occupation	1	0.1	334	0.4
	Other	3	0.4	165	0.2
	TOTAL	677	100.0	81,434	100.0

7.3 PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	225	94.5	17,952	92.9
	75¢ to 85¢ per hour	1	0.4	105	0.5
	$1.00 per hour	4	1.7	240	1.2
	50% of regular rate	3	1.3	666	3.5
	Varies by occupation	1	0.4	95	0.5
	Other	4	1.7	277	1.4
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.3	5,778	65.8
	20¢ per hour	1	3.6	50	0.6
	75¢ to 85¢ per hour	2	7.1	2,950	33.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	307	99.7	22,747	100.0
	Other	1	0.3	1	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	39	92.9	16,021	68.5
	40¢ per hour	3	7.1	7,373	31.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	657	97.0	69,677	85.6
	20¢ per hour	1	0.1	50	0.0
	40¢ per hour	3	0.5	7,373	9.1
	75¢ to 85¢ per hour	3	0.5	3,055	3.8
	$1.00 per hour	4	0.6	240	0.3
	50% of regular rate	3	0.5	666	0.8
	Varies by occupation	1	0.1	95	0.1
	Other	5	0.7	278	0.3
	TOTAL	677	100.0	81,434	100.0

7.4 PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	291	25.5
	$1.00 to $2.00 per hour	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	210	88.2	16,323	84.5
	15¢ to 50¢ per hour	3	1.3	86	0.4
	60¢ to 85¢ per hour	5	2.1	677	3.5
	$1.00 to $2.00 per hour	9	3.8	754	3.9
	15% to 50% of regular rate	7	2.9	1,143	5.9
	Varies by occupation	1	0.4	95	0.5
	Other	3	1.3	257	1.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	78.6	2,168	24.7
	15¢ to 50¢ per hour	1	3.6	50	0.6
	60¢ to 85¢ per hour	2	7.1	2,950	33.6
	15% to 50% of regular rate	3	10.7	3,610	41.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,490	99.7
	100% of regular rate	1	2.2	13	0.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	306	99.4	22,640	99.5
	15¢ to 50¢ per hour	1	0.3	58	0.3
	$1.00 to $2.00 per shift	1	0.3	50	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	33	78.6	15,810	67.7
	15¢ to 50¢ per hour	4	9.5	7,378	31.5
	$1.00 to $2.00 per hour	4	9.5	186	0.8
	$1.00 to $2.00 per shift	1	2.4	20	0.0
	TOTAL	42	100.0	23,394	100.0

7.4 PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	629	93.0	63,257	77.8
	15¢ to 50¢ per hour	9	1.3	7,572	9.3
	60¢ to 85¢ per hour	7	1.0	3,627	4.5
	$1.00 to $2.00 per hour	15	2.3	1,790	2.2
	$1.00 to $2.00 per shift	2	0.3	70	0.0
	15% to 50% of regular rate	10	1.5	4,753	5.8
	100% of regular rate	1	0.1	13	0.0
	Varies by occupation	1	0.1	95	0.1
	Other	3	0.4	257	0.3
	TOTAL	677	100.0	81,434	100.0

7.5 PREMIUM RATES FOR WORK ON A PAID HOLIDAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	1,132	99.2
	2x plus holiday pay or another day off with pay	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	206	86.6	16,787	86.8
	1 1/2x plus holiday pay	10	4.2	853	4.4
	1 1/2x plus another day off with pay	5	2.1	811	4.2
	1 1/2x plus holiday pay or 1x plus another day off with pay	2	0.8	266	1.4
	2x plus holiday pay	9	3.8	483	2.5
	2x plus holiday pay or another day off with pay	1	0.4	30	0.2
	Other	5	2.1	105	0.5
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	74.9	3,762	42.9
	1 1/2x plus holiday pay	1	3.6	20	0.2
	1 1/2x plus another day off with pay	1	3.6	100	1.1
	1 1/2x plus holiday pay or 1x plus another day off with pay	1	3.6	575	6.6
	2x plus holiday pay	1	3.6	1,350	15.4
	Other	3	10.7	2,971	33.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,024	93.1
	1 1/2x plus holiday pay	1	12.5	76	6.9
	TOTAL	8	100.0	1,100	100.0

7.5 PREMIUM RATES FOR WORK ON A PAID HOLIDAY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	107	34.7	7,582	33.4
	1x plus holiday pay or another day off with pay	1	0.3	17	0.0
	1 1/2x plus holiday pay	40	13.0	2,174	9.6
	1 1/2x plus another day off with pay	134	43.5	10,403	45.8
	1 1/2x plus holiday pay or 1x plus another day off with pay	19	6.2	847	3.7
	2x plus holiday pay	1	0.3	1,593	7.0
	2x plus holiday pay or another day off with pay	3	1.0	56	0.2
	Other	3	1.0	76	0.3
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	28	66.7	10,557	45.1
	1 1/2x plus holiday pay	8	19.0	11,611	49.7
	1 1/2x plus another day off with pay	3	7.1	392	1.7
	2x plus holiday pay	2	4.8	56	0.2
	Other	1	2.4	778	3.3
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	421	62.3	45,782	56.2
	1x plus holiday pay or another day off with pay	1	0.1	17	0.0
	1 1/2x plus holiday pay	60	8.9	14,734	18.1
	1 1/2x plus another day off with pay	143	21.1	11,706	14.4
	1 1/2x plus holiday pay or 1x plus another day off with pay	22	3.2	1,688	2.1
	2x plus holiday pay	13	1.9	3,482	4.3
	2x plus holiday pay or another day off with pay	5	0.7	95	0.1
	Other	12	1.8	3,930	4.8
	TOTAL	677	100.0	81,434	100.0

7.6 PREMIUM PAY FOR BROKEN OR SPLIT SHIFTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	237	99.6	19,310	99.9
	Provision exists	1	0.4	25	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,742	99.6
	Provision exists	1	3.6	36	0.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	287	93.2	22,013	96.8
	Provision exists	21	6.8	735	3.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	654	96.6	80,638	99.0
	Provision exists	23	3.4	796	1.0
	TOTAL	677	100.0	81,434	100.0

7.7 PREMIUM PAY FOR DIRTY WORK

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	1,132	99.2
	Provision exists	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	231	97.1	18,512	95.7
	Provision exists	7	2.9	823	4.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,395	97.6
	Provision exists	1	2.2	108	2.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	307	99.7	22,649	99.6
	Provision exists	1	0.3	99	0.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	40	95.2	23,201	99.2
	Provision exists	2	4.8	193	0.8
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	665	98.2	80,202	98.5
	Provision exists	12	1.8	1,232	1.5
	TOTAL	677	100.0	81,434	100.0

7.8 PREMIUM PAY FOR HAZARDOUS OR DANGEROUS WORK

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	227	95.4	18,124	93.7
	Provision exists	11	4.6	1,211	6.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.3	3,593	40.9
	Provision exists	3	10.7	5,185	59.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	290	94.2	22,343	98.2
	Provision exists	18	5.8	405	1.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	40	95.2	18,953	81.0
	Provision exists	2	4.8	4,441	19.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	643	95.0	70,192	86.2
	Provision exists	34	5.0	11,242	13.8
	TOTAL	677	100.0	81,434	100.0

SECTION 8

PAY GUARANTEES

NOTES TO SECTION 8

Table 8.1 Reporting Pay Guarantees

Reporting pay provisions specify that an employee will be guaranteed a minimum number of hours of work or pay in lieu of work if he reports for work on his regular schedule or for scheduled weekend, holiday or overtime work, and finds no work available or less work than can be done in the guaranteed period.

Regulation E110-R1 under The Employment Standards Act generally provides that an employer pay an employee for not less than three hours at the minimum wage if an employee reports for work.

Table 8.2 Call-in (Back) Pay Guarantees

Call-in or call-back pay provisions specify that an employee will be guaranteed a certain amount of pay or hours of work if he is called back after he has gone home, or if he is called in to work before his normal scheduled hours on regular working days or on non-scheduled days (Saturday, Sunday, sixth and seventh days, scheduled days off).

Table 8.3 Stand-by Pay

Stand-by pay is an allowance granted to a worker available or "on call" for work outside his regular working hours.

8.1 REPORTING PAY GUARANTEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	3 hours	1	20.0	200	17.5
	4 hours	4	80.0	941	82.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	77	32.4	5,264	27.2
	2 hours	5	2.1	735	3.8
	3 hours	4	1.7	326	1.7
	4 hours	118	49.5	10,441	54.0
	5 hours	2	0.8	108	0.6
	6 hours	3	1.3	310	1.6
	7 hours	8	3.4	177	0.9
	7 1/2 hours	7	2.9	243	1.3
	8 hours	14	5.9	1,731	8.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	53.5	4,840	55.2
	3 hours	1	3.6	36	0.4
	4 hours	4	14.3	2,320	26.4
	8 hours	7	25.0	232	2.6
	Depends if employee works	1	3.6	1,350	15.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	19	41.3	1,501	33.3
	4 hours	26	56.5	2,977	66.1
	8 hours	1	2.2	25	0.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	983	89.4
	3 hours	1	12.5	10	0.9
	4 hours	2	25.0	107	9.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	122	39.6	10,481	46.1
	3 hours	88	28.6	6,837	30.0
	4 hours	23	7.5	587	2.6
	7 1/2 hours	2	0.6	113	0.5
	8 hours	1	0.3	60	0.3
	Depends if employee works	71	23.1	3,612	15.9
	Other	1	0.3	1,058	4.6
	TOTAL	308	100.0	22,748	100.0

8.1 REPORTING PAY GUARANTEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	31	73.8	22,903	97.9
	2 hours	5	11.9	366	1.6
	3 hours	5	11.9	105	0.4
	Depends if employee works	1	2.4	20	0.1
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	269	39.8	45,972	56.5
	2 hours	10	1.5	1,101	1.4
	3 hours	101	14.9	7,864	9.7
	4 hours	177	26.1	17,373	21.3
	5 hours	2	0.3	108	0.1
	6 hours	3	0.4	310	0.4
	7 hours	8	1.2	177	0.2
	7 1/2 hours	9	1.3	356	0.4
	8 hours	23	3.4	2,048	2.5
	Depends if employee works	73	10.8	4,982	6.1
	Other	2	0.3	1,143	1.4
	TOTAL	677	100.0	81,434	100.0

8.2 CALL-IN (BACK) PAY GUARANTEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Minimum of 3 hours at applicable overtime rate	1	20.0	200	17.5
	5 hours at 1x	1	20.0	82	7.2
	6 hours at 1x	1	20.0	9	0.8
	Other	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	102	43.0	6,469	33.5
	1 1/2 hours at 2x	1	0.4	105	0.5
	2 hours at 1x	3	1.3	655	3.4
	2 hours at 1 1/2x	5	2.1	225	1.2
	2 hours at 2x	13	5.5	1,411	7.3
	Minimum of 2 hours or actual hours at premium rate, whichever is greater	2	0.8	101	0.5
	3 hours at 1x	1	0.4	67	0.3
	3 hours at 1 1/2x	2	0.8	110	0.6
	3 hours at 3x	2	0.8	141	0.7
	Minimum of 3 hours or actual hours at premium rate, whichever is greater	2	0.8	27	0.1
	Minimum of 3 hours at applicable overtime rate	5	2.1	526	2.7
	4 hours at 1x	22	9.2	1,819	9.4
	4 hours at 1 1/2x	19	8.0	2,150	11.1
	4 hours at 2x	3	1.3	231	1.2
	Minimum of 4 hours, rate not specified	2	0.8	445	2.3
	Minimum of 4 hours or actual hours at premium rate, whichever is greater	11	4.6	1,537	8.0
	Minimum of 4 hours at applicable overtime rate	19	8.0	1,083	5.6
	Minimum of 8 hours at applicable overtime rate	1	0.4	123	0.6
	Cannot determine	3	1.3	90	0.5
	Other	20	8.4	2,020	10.5
	TOTAL	238	100.0	19,335	100.0

8.2 CALL-IN (BACK) PAY GUARANTEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	6	21.4	543	6.2
	2 hours at 2x	4	14.4	5,985	68.2
	Minimum of 2 hours at applicable overtime rate	1	3.6	575	6.5
	Minimum of 3 hours or actual hours at premium rate, whichever is greater	1	3.6	15	0.2
	Minimum of 3 hours at applicable overtime rate	2	7.1	44	0.5
	4 hours at 1x	2	7.1	42	0.5
	4 hours at 1 1/2x	6	21.4	227	2.6
	Minimum of 4 hours, rate not specified	1	3.6	18	0.2
	Minimum of 4 hours or actual hours at premium rate, whichever is greater	2	7.1	71	0.8
	Minimum of 4 hours at applicable overtime rate	2	7.1	22	0.2
	Other	1	3.6	1,236	14.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	29	63.0	3,439	76.4
	Minimum of 3 hours at applicable overtime rate	1	2.2	12	0.3
	4 hours at 1x	9	19.5	711	15.8
	4 hours at 1 1/2x	3	6.5	148	3.3
	Minimum of 4 hours, rate not specified	1	2.2	108	2.4
	Minimum of 4 hours or actual hours at premium rate, whichever is greater	1	2.2	10	0.2
	Minimum of 4 hours at applicable overtime rate	1	2.2	50	1.1
	Cannot determine	1	2.2	25	0.5
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	56	5.1
	2 hours at 2x	1	12.5	8	0.7
	Minimum of 2 hours at applicable overtime rate	1	12.5	10	0.9
	Minimum of 3 hours at applicable overtime rate	5	62.5	1,026	93.3
	TOTAL	8	100.0	1,100	100.0

8.2 CALL-IN (BACK) PAY GUARANTEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	71	23.1	5,069	22.3
	2 hours at 1x	2	0.6	63	0.3
	2 hours at 1 1/2x	5	1.6	656	2.9
	2 hours at 2x	15	4.9	1,665	7.3
	Minimum of 2 hours or actual hours at premium rate, whichever is greater	1	0.3	80	0.4
	Minimum of 2 hours at applicable overtime rate	12	3.9	844	3.7
	3 hours at 1x	3	1.0	305	1.3
	3 hours at 1 1/2x	29	9.4	1,302	5.7
	3 hours at 3x	1	0.3	1	0.0
	Minimum of 3 hours, rate not specified	1	0.3	361	1.6
	Minimum of 3 hours at applicable overtime rate	35	11.4	5,966	26.3
	4 hours at 1x	4	1.3	169	0.7
	4 hours at 1 1/2x	3	1.0	112	0.5
	4 hours at 2x	1	0.3	18	0.0
	Minimum of 4 hours, rate not specified	1	0.3	13	0.0
	Minimum of 4 hours at applicable overtime rate	3	1.0	75	0.3
	4 1/2 hours at 1x	1	0.3	35	0.2
	Other	120	39.0	6,014	26.5
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	10	23.8	1,242	5.3
	2 hours at 1 1/2x	3	7.1	90	0.4
	2 hours at 2x	1	2.4	28	0.1
	Minimum of 2 hours at applicable overtime rate	3	7.1	192	0.8
	3 hours at 3x	2	4.8	18	0.0
	Minimum of 3 hours, rate not specified	1	2.4	5	0.0
	Minimum of 3 hours at applicable overtime rate	13	30.9	13,874	59.4
	Minimum of 4 hours or actual hours at premium rate, whichever is greater	2	4.8	128	0.6
	Minimum of 4 hours at applicable overtime rate	4	9.5	1,648	7.1
	Cannot determine	1	2.4	13	0.0
	Other	2	4.8	6,156	26.3
	TOTAL	42	100.C	23,394	100.0

8.2 CALL-IN (BACK) PAY GUARANTEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	219	32.3	16,818	20.7
	1 1/2 hours at 2x	1	0.2	105	0.1
	2 hours at 1x	5	0.7	718	0.9
	2 hours at 1 1/2x	13	1.9	971	1.2
	2 hours at 2x	34	5.0	9,097	11.2
	Minimum of 2 hours or actual hours at premium rate, whichever is greater	3	0.4	181	0.2
	Minimum of 2 hours at applicable overtime rate	17	2.5	1,621	2.0
	3 hours at 1x	4	0.6	372	0.5
	3 hours at 1 1/2x	31	4.6	1,412	1.7
	3 hours at 3x	5	0.7	160	0.2
	Minimum of 3 hours, rate not specified	2	0.3	366	0.4
	Minimum of 3 hours or actual hours at premium rate, whichever is greater	3	0.4	42	0.0
	Minimum of 3 hours at applicable overtime rate	62	9.2	21,648	26.6
	4 hours at 1x	37	5.5	2,741	3.4
	4 hours at 1 1/2x	32	4.7	2,722	3.3
	4 hours at 2x	4	0.6	249	0.3
	Minimum of 4 hours, rate not specified	5	0.7	584	0.7
	Minimum of 4 hours or actual hours at premium rate, whichever is greater	16	2.4	1,746	2.1
	Minimum of 4 hours at applicable overtime rate	30	4.4	3,228	4.0
	4 1/2 hours at 1x	1	0.2	35	0.0
	5 hours at 1x	1	0.2	82	0.1
	6 hours at 1x	1	0.2	9	0.0
	Minimum of 8 hours at applicable overtime rate	1	0.2	123	0.2
	Cannot determine	5	0.7	128	0.2
	Other	145	21.4	16,276	20.0
	TOTAL	677	100.0	81,434	100.0

8.3 STAND-BY PAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	236	99.2	19,260	99.6
	More than 4 hours pay	1	0.4	40	0.2
	Other	1	0.4	35	0.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	26	92.8	6,294	71.7
	Flat amount	1	3.6	2,150	24.5
	Other	1	3.6	334	3.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	152	49.4	10,613	46.7
	4 hours pay or less	15	4.9	1,425	6.3
	Flat amount	135	43.8	10,441	45.9
	Percentage of hourly rate	1	0.3	8	0.0
	Stand-by at overtime rate	3	1.0	209	0.9
	Other	2	0.6	52	0.2
		308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	27	64.2	6,774	29.0
	4 hours pay or less	5	11.9	7,440	31.8
	More than 4 hours pay	2	4.8	193	0.8
	Flat amount	7	16.7	8,947	38.2
	Other	1	2.4	40	0.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	502	74.2	50,120	61.5
	4 hours pay or less	20	3.0	8,865	10.9
	More than 4 hours pay	3	0.4	233	0.3
	Flat amount	143	21.1	21,538	26.4
	Percentage of hourly rate	1	0.2	8	0.0
	Stand-by at overtime rate	3	0.4	209	0.3
	Other	5	0.7	461	0.6
	TOTAL	677	100.0	81,434	100.0

8.4 PAY GUARANTEE DURING MACHINERY BREAKDOWN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	207	86.9	16,116	83.4
	Full compensation for time lost	4	1.7	1,421	7.3
	Partial compensation for time lost	4	1.7	132	0.7
	Other	23	9.7	1,666	8.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	38	82.6	2,135	47.4
	Full compensation for time lost	1	2.2	108	2.4
	Partial compensation for time lost	1	2.2	10	0.2
	Other	6	13.0	2,250	50.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	308	100.0	22,748	100.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	638	94.3	75,847	93.1
	Full compensation for time lost	5	0.7	1,529	1.9
	Partial compensation for time lost	5	0.7	142	0.2
	Other	29	4.3	3,916	4.8
	TOTAL	677	100.0	81,434	100.0

8.5 PAY GUARANTEE DURING ADVERSE WEATHER CONDITIONS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	941	82.5
	Partial compensation for time lost	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	236	99.2	18,979	98.2
	Full compensation for time lost	1	0.4	60	0.3
	Partial compensation for time lost	1	0.4	296	1.5
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	26	92.8	5,278	60.1
	Cannot determine	1	3.6	2,150	24.5
	Other	1	3.6	1,350	15.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	32	69.5	1,629	36.2
	Full compensation for time lost	13	28.3	2,856	63.4
	Partial compensation for time lost	1	2.2	18	0.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	305	99.0	22,526	99.0
	Full compensation for time lost	1	0.3	107	0.5
	Other	2	0.7	115	0.5
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0

8.5 PAY GUARANTEE DURING ADVERSE WEATHER CONDITIONS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	655	96.8	74,282	91.3
	Full compensation for time lost	15	2.2	3,023	3.7
	Partial compensation for time lost	3	0.4	514	0.6
	Cannot determine	1	0.2	2,150	2.6
	Other	3	0.4	1,465	1.8
	TOTAL	677	100.0	81,434	100.0

8.6 GUARANTEED EMPLOYMENT OR EARNINGS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	218	91.6	18,155	93.9
	Weekly guarantee for all employees	18	7.6	1,117	5.8
	Weekly guarantee for some employees	1	0.4	4	0.0
	Annual guarantee for some employees	1	0.4	59	0.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	82.2	8,664	98.7
	Weekly guarantee for all employees	3	10.7	92	1.0
	Weekly guarantee for some employees	2	7.1	22	0.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,493	99.8
	Weekly guarantee for all employees	1	2.2	10	0.2
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	290	94.2	22,647	99.6
	Weekly guarantee for all employees	16	5.2	40	0.2
	Monthly guarantee for all employees	1	0.3	8	0.0
	Other	1	0.3	53	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0

8.6 GUARANTEED EMPLOYMENT OR EARNINGS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	633	93.6	80,029	98.4
	Weekly guarantee for all employees	38	5.7	1,259	1.6
	Weekly guarantee for some employees	3	0.4	26	0.0
	Monthly guarantee for all employees	1	0.1	8	0.0
	Annual guarantee for some employees	1	0.1	59	0.0
	Other	1	0.1	53	0.0
	TOTAL	677	100.0	81,434	100.0

8.7 WAGE INCENTIVES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	941	82.5
	Piece-rate incentive plan	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	189	79.4	15,230	78.8
	Individual wage incentive plan	4	1.7	97	0.5
	Group incentive plan	2	0.8	245	1.3
	Piece-rate incentive plan	37	15.6	3,260	16.9
	Combination of wage incentive plans	2	0.8	291	1.5
	Wage incentive plan mentioned but no details	3	1.3	164	0.8
	Other	1	0.4	48	0.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,738	99.5
	Piece-rate incentive plan	1	3.6	40	0.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,024	93.1
	Individual wage incentive plan	1	12.5	76	6.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	307	99.7	22,693	99.8
	Other	1	0.3	55	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	622	91.9	76,523	94.0
	Individual wage incentive plan	5	0.7	173	0.2
	Group incentive plan	2	0.3	245	0.3
	Piece-rate incentive plan	41	6.1	3,935	4.8
	Combination of wage incentive plans	2	0.3	291	0.4
	Wage incentive plan mentioned but no details	3	0.4	164	0.2
	Other	2	0.3	103	0.1
	TOTAL	677	100.0	81,434	100.0

8.8 PAY ON DAY OF INJURY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	91	8.0
	Payment for remainder of day or shift	3	60.0	1,050	92.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	146	61.4	9,131	47.2
	Payment for remainder of day or shift	90	37.8	10,114	52.3
	Payment for remainder of day or shift up to a specific point	1	0.4	85	0.5
	Other	1	0.4	5	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	18	64.3	8,454	96.3
	Payment for remainder of day or shift	7	25.0	251	2.9
	Payment supplementing workers' compensation and payments for remainder of day or shift	1	3.6	34	0.4
	Other	2	7.1	39	0.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	34	73.9	1,589	35.3
	Payment for remainder of day or shift	11	23.9	2,902	64.4
	Payment for remainder of day or shift up to a specific point	1	2.2	12	0.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	82.5	1,092	99.3
	Payment for remainder of day or shift	1	12.5	8	0.7
	TOTAL	8	100.0	1,100	100.0

8.8 PAY ON DAY OF INJURY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	301	97.8	22,226	97.7
	Payment supplementing workers' compensation	1	0.3	7	0.0
	Payment for remainder of day or shift	5	1.6	481	2.1
	Payment for remainder of day or shift up to a specific point	1	0.3	34	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	36	85.7	23,275	99.5
	Payment for remainder of day or shift	6	14.3	119	0.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	545	80.5	65,943	81.0
	Payment supplementing workers' compensation	1	0.2	7	0.0
	Payment for remainder of day or shift	124	18.3	15,275	18.8
	Payment for remainder of day or shift up to a specific point	3	0.4	131	0.2
	Payment supplementing workers' compensation and payments for remainder of day or shift	1	0.2	34	0.0
	Other	3	0.4	44	0.0
	TOTAL	677	100.0	81,434	100.0

SECTION 9

PAID HOLIDAYS

NOTES TO SECTION 9

A paid holiday is a holiday for which employees receive their normal pay although not required or scheduled to work on that day.

Table 9.1 Eligibility for Paid Holidays - Minimum Service

and

Table 9.2 Work Requirement for Paid Holidays

Under The Employment Standards Act, in order to qualify for general holiday pay, an employee must have earned wages on 15 of the 30 calendar days immediately prior to the holiday and be available for work on both the day before and the day after the holiday. Vacation time, sick leave and other authorized leaves are considered as being available for work.

Table 9.3 Number of Paid Holidays Per Year

The Employment Standards Act provides for seven paid general holidays:

New Year's Day
Good Friday
Victoria Day
Canada Day
Labour Day
Thanksgiving Day
Christmas Day

A special act governs the observance of Remembrance Day in Manitoba. It is not a paid holiday under the legislation. If November 11 occurs on a working day, employees have the day off but there is no legislative requirement that they be paid.

Information collected in 1982 shows that the incidence and corresponding percentages for non-legislated paid holidays in the 677 collective agreements examined are as follows:

	Number of Collective Agreements	%	Number of Employees Affected	%
Boxing Day	623	92.0	75,850	93.1
New Year's Eve (entire day)	20	3.0	2,408	3.0
New Year's Eve (half day)	36	5.3	5,112	6.3
Christmas Eve Day (entire day)	24	3.5	2,202	2.7
Christmas Eve Day (half day)	56	8.3	22,176	27.2
Easter Monday	74	10.9	31,374	38.5
August Civic Holiday	619	91.4	76,565	94.0
Employee's Birthday	7	1.0	1,216	1.5
Heritage Day	16	2.4	947	1.2
Easter Sunday	18	2.7	152	0.2
Floating Holiday	53	7.8	5,997	7.4
Second Floating Holiday	4	0.6	510	0.6
Three or More Floating Holidays	8	1.2	1,389	1.7
Company Declared Holiday	31	4.6	3,814	4.7

Although there is no legislative requirement that Remembrance Day be paid if it occurs on a regular working day, the analysis showed that 640 (94.5%) agreements affecting 77,108 (94.7%) employees granted the day off with pay.

See Tables 6.5 and 7.5 for information on overtime and premium rates for work on a paid general holiday.

Table 9.4 Pay for Holiday Falling on Saturday or Sixth Day (Not Normally Worked)

and

Table 9.5 Pay for Holiday Falling on Sunday or Seventh Day (Not Normally Worked)

Under The Employment Standards Act, when New Year's Day, Canada Day or Christmas Day falls on a Saturday or Sunday that is a non-working day, the employee is entitled to a holiday with pay on the working day immediately preceding or following the general holiday.

Table 9.6 Provision Concerning Paid Holiday Falling on Scheduled Day-off (No Reference to Saturday or Sunday)

Under The Employment Standards Act where a general holiday falls on a non-working day for an employee, that employee is entitled to a day off with pay at some future date.

9.1 ELIGIBILITY FOR PAID HOLIDAY - MINIMUM SERVICE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	859	75.3
	Compliance with Employment Standards Act	2	40.0	282	24.7
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	154	64.7	11,249	58.2
	Compliance with Employment Standards Act	61	25.6	6,744	34.9
	Requirements less stringent than Employment Standards Act	18	7.6	839	4.3
	Requirements greater than Employment Standards Act	5	2.1	503	2.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	17	60.7	5,265	60.0
	Compliance with Employment Standards Act	5	17.9	3,424	39.0
	Requirements less stringent than Employment Standards Act	4	14.3	56	0.6
	Requirements greater than Employment Standards Act	2	7.1	33	0.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	31	67.4	1,444	32.1
	Compliance with Employment Standards Act	3	6.5	133	2.9
	Requirements less stringent than Employment Standards Act	12	26.1	2,926	65.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	3	37.5	107	9.7
	Compliance with Employment Standards Act	4	50.0	917	83.4
	Requirements less stringent than Employment Standards Act	1	12.5	76	6.9
	TOTAL	8	100.0	1,100	100.0

9.1 ELIGIBILITY FOR PAID HOLIDAY - MINIMUM SERVICE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	278	90.3	19,749	86.8
	Compliance with Employment Standards Act	14	4.5	425	1.9
	Requiremnts less stringent than Employment Standards Act	16	5.2	2,574	11.3
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	38	90.5	23,311	99.6
	Compliance with Employment Standards Act	4	9.5	83	0.4
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	525	77.6	62,334	76.5
	Compliance with Employment Standards Act	93	13.7	12,008	14.7
	Requirements less stringent than Employment Standards Act	52	7.7	6,556	8.1
	Requirements greater than Employment Standards Act	7	1.0	536	0.7
	TOTAL	677	100.0	81,434	100.0

9.2 WORK REQUIREMENT FOR HOLIDAY PAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	9	0.8
	Compliance with Employment Standards Act	4	80.0	1,132	99.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	57	23.9	2,948	15.3
	Compliance with Employment Standards Act	168	70.6	15,180	78.5
	Requirements less stringent than Employment Standards Act	13	5.5	1,207	6.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	8	28.6	798	9.1
	Compliance with Employment Standards Act	18	64.3	7,957	90.6
	Requirements greater than Employment Standards Act	2	7.1	23	0.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	14	30.4	666	14.8
	Compliance with Employment Standards Act	30	65.2	3,712	82.4
	Requirements less stringent than Employment Standards Act	2	4.4	125	2.8
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	66	6.0
	Compliance with Employment Standards Act	6	75.0	1,034	94.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	262	85.1	18,661	82.0
	Compliance with Employment Standards Act	40	13.0	3,293	14.5
	Requirements less stringent than Employment Standards Act	4	1.3	724	3.2
	Requirements greater than Employment Standards Act	2	0.6	70	0.3
	TOTAL	308	100.0	22,748	100.0

9.2 WORK REQUIREMENT FOR HOLIDAY PAY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	20	47.6	9,106	38.9
	Compliance with Employment Standards Act	12	28.6	562	2.4
	Requirements less stringent than Employment Standards Act	2	4.8	29	0.1
	Requirements greater than Employment Standards Act	8	19.0	13,697	58.6
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	364	53.8	32,254	39.6
	Compliance with Employment Standards Act	280	41.3	33,305	40.9
	Requirements less stringent than Employment Standards Act	21	3.1	2,085	2.6
	Requirements greater than Employment Standards Act	12	1.8	13,790	16.9
	TOTAL	677	100.0	81,434	100.0

9.3 NUMBER OF PAID HOLIDAYS PER YEAR

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	10 days	2	40.0	850	74.5
	11 days	2	40.0	282	24.7
	12 days	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	1	0.4	3	0.0
	8 days	2	0.8	95	0.5
	9 days	7	2.9	256	1.3
	10 days	123	51.7	8,088	41.9
	10 days plus 1 half day	8	3.4	311	1.6
	10 days plus 2 half days	16	6.7	1,593	8.2
	11 days	54	22.7	4,665	24.1
	11 days plus 1 half day	3	1.3	134	0.7
	11 days plus 2 half days	3	1.3	1,235	6.4
	12 days	18	7.6	1,979	10.2
	12 days plus 1 half day	1	0.4	750	3.9
	13 days	2	0.8	226	1.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	9 days	2	7.1	165	1.9
	10 days	10	35.7	1,526	17.4
	10 days plus 2 half days	1	3.6	19	0.2
	11 days	10	35.7	3,766	42.9
	11 days plus 1 half day	3	10.7	3,284	37.4
	11 days plus 2 half days	1	3.6	8	0.1
	12 days	1	3.6	10	0.1
	TOTAL	28	100.0	8,778	100.0
TRADE	9 days	3	6.5	144	3.2
	10 days	32	69.6	3,916	87.0
	11 days	7	15.2	190	4.2
	11 days plus 2 half days	1	2.2	108	2.4
	12 days	2	4.3	115	2.5
	14 days	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	10 days	3	37.5	74	6.7
	11 days	2	25.0	107	9.7
	11 days plus 1 half day	3	37.5	919	83.6
	TOTAL	8	100.0	1,100	100.0

9.3 NUMBER OF PAID HOLIDAYS PER YEAR (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	2	0.6	220	1.0
	7 days	1	0.3	10	0.0
	8 days	2	0.6	60	0.3
	9 days	27	8.8	632	2.8
	10 days	225	73.2	17,240	75.8
	11 days	36	11.7	2,645	11.6
	11 days plus 1 half day	1	0.3	20	0.0
	11 days plus 2 half days	4	1.3	1,655	7.3
	12 days	3	1.0	166	0.7
	12 days plus 2 half days	1	0.3	1	0.0
	13 days	3	1.0	95	0.4
	15 days	1	0.3	2	0.0
	16 days	2	0.6	2	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	10 days	9	21.4	88	0.4
	11 days	16	38.1	7,843	33.5
	11 days plus 1 half day	12	28.6	13,980	59.8
	11 days plus 2 half days	1	2.4	100	0.4
	12 days	3	7.1	1,265	5.4
	12 days plus 2 half days	1	2.4	118	0.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	3	0.4	223	0.3
	7 days	1	0.1	10	0.0
	8 days	4	0.6	155	0.2
	9 days	39	5.8	1,197	1.5
	10 days	405	59.8	32,132	39.5
	10 days plus 1 half day	8	1.2	311	0.4
	10 days plus 2 half days	17	2.5	1,612	2.0
	11 days	127	18.8	19,498	23.9
	11 days plus 1 half day	22	3.3	18,337	22.5
	11 days plus 2 half days	10	1.5	3,106	3.8
	12 days	29	4.3	3,629	4.5
	12 days plus 1 half day	1	0.1	750	0.9
	12 days plus 2 half days	2	0.3	119	0.1
	13 days	5	0.8	321	0.4
	14 days	1	0.1	30	0.0
	15 days	1	0.1	2	0.0
	16 days	2	0.3	2	0.0
	TOTAL	677	100.0	81,434	100.0

9.4 PAY FOR HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	172	72.3	12,985	67.2
	Working day off with pay	60	25.2	6,023	31.1
	Extra day's pay	4	1.7	193	1.0
	Provision applies to some paid holidays only	2	0.8	134	0.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	78.6	982	11.2
	Working day off with pay	6	21.4	7,796	88.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	41	89.1	4,250	94.4
	Working day off with pay	3	6.5	180	4.0
	Day off with pay or extra day's pay	2	4.4	73	1.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	224	20.4
	Working day off with pay	2	25.0	876	79.6
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	280	90.9	18,719	82.3
	Working day off with pay	26	8.5	3,961	17.4
	Day off with pay or extra day's pay	1	0.3	48	0.2
	Provision applies to some paid holidays only	1	0.3	20	0.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	14	33.3	1,494	6.4
	Working day off with pay	28	66.7	21,900	93.6
	TOTAL	42	100.0	23,394	100.0

9.4 PAY FOR HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	540	79.8	39,795	48.9
	Working day off with pay	127	18.8	41,171	50.6
	Extra day's pay	4	0.6	193	0.2
	Day off with pay or extra day's pay	3	0.4	121	0.1
	Provision applies to some paid holidays only	3	0.4	154	0.2
	TOTAL	677	100.0	81,434	100.0

9.5 PAY FOR HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	169	71.0	12,915	66.8
	Working day off with pay	62	26.1	6,033	31.2
	Extra day's pay	4	1.7	193	1.0
	Day off with pay or extra day's pay	1	0.4	60	0.3
	Provision applies to some paid holidays only	2	0.8	134	0.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	78.6	982	11.2
	Working day off with pay	6	21.4	7,796	88.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	40	87.0	4,220	93.7
	Working day off with pay	4	8.7	210	4.7
	Day off with pay or extra day's pay	2	4.3	73	1.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	224	20.4
	Working day off with pay	2	25.0	876	79.6
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	280	90.9	18,719	82.3
	Working day off with pay	26	8.5	3,961	17.4
	Day off with pay or extra day's pay	1	0.3	48	0.2
	Provision applies to some paid holidays only	1	0.3	20	0.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	14	33.3	1,494	6.4
	Working day off with pay	28	66.7	21,900	93.6
	TOTAL	42	100.0	23,394	100.0

9.5 PAY FOR HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	536	79.2	39,695	48.8
	Working day off with pay	130	19.2	41,211	50.6
	Extra day's pay	4	0.6	193	0.2
	Day off with pay or extra day's pay	4	0.6	181	0.2
	Provision applies to some paid holidays only	3	0.4	154	0.2
	TOTAL	677	100.0	81,434	100.0

9.6 PROVISION CONCERNING PAID HOLIDAY FALLING ON SCHEDULED DAY OFF (NO REFERENCE TO SATURDAY OR SUNDAY)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	291	25.5
	No working day off with pay or extra day's pay	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	212	89.1	17,517	90.6
	Working day off with pay	11	4.6	1,175	6.1
	Extra day's pay	2	0.8	240	1.2
	Day off with pay or extra day's pay	12	5.1	382	2.0
	Other	1	0.4	21	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	78.6	7,899	90.0
	Working day off with pay	4	14.3	58	0.7
	Day off with pay or extra day's pay	2	7.1	821	9.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	39	84.8	4,182	92.9
	Working day off with pay	4	8.7	159	3.5
	Day off with pay or extra day's pay	3	6.5	162	3.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	292	26.5
	Day off with pay or extra day's pay	2	25.0	808	73.5
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	129	41.9	7,222	31.7
	Working day off with pay	22	7.2	383	1.7
	Day off with pay or extra day's pay	155	50.3	13,530	59.5
	Provision applies to some paid holidays only	1	0.3	20	0.1
	Other	1	0.3	1,593	7.0
	TOTAL	308	100.0	22,748	100.0

9.6 PROVISION CONCERNING PAID HOLIDAY FALLING ON SCHEDULED DAY OFF (NO REFERENCE TO SATURDAY OR SUNDAY) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	33	78.5	16,641	71.1
	Working day off with pay	7	16.7	600	2.6
	Day off with pay or extra day's pay	1	2.4	3	0.0
	Other	1	2.4	6,150	26.3
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	445	65.7	54,129	66.5
	Working day off with pay	49	7.2	2,725	3.4
	Extra day's pay	2	0.3	240	0.3
	Day off with pay or extra day's pay	175	25.9	15,706	19.3
	Provision applies to some paid holidays only	1	0.2	20	0.0
	No working day off with pay or extra day's pay	2	0.3	850	1.0
	Other	3	0.4	7,764	9.5
	TOTAL	677	100.0	81,434	100.0

POOR

QUALITY

ORIGINAL

SECTION 10

PAID VACATION

NOTES TO SECTION 10

A paid vacation is a leave of absence from work for a stated or negotiated period of time with pay. Vacations are granted to workers annually. Length of paid vacation is frequently graduated with length of service with the same employer.

Tables 10.1 through 10.7 refer to the minimum length of service required to qualify for two, three, four, five, six, seven and eight weeks of paid vacation annually.

In those collective agreements where vacation time is expressed as a percentage of earnings, the following equivalents have been used:

4%	-	2 weeks
6%	-	3 weeks
8%	-	4 weeks
10%	-	5 weeks
12%	-	6 weeks

Table 10.1 Length of Service for Two Weeks Paid Vacation

Under The Vacations with Pay Act, employees who have worked a year for an employer and who have worked 95% of the regular working time are entitled to a two week vacation with regular pay. Employees who do not meet these criteria are not entitled to time off for a vacation under the law but they are entitled to vacation pay which is 4% of regular earnings for that year, exclusive of overtime.

Table 10.2 Length of Service for Three Weeks Paid Vacation

Generally, The Vacations with Pay Act provides for three weeks vacation with pay for employees who have worked for the same employer for five years. Vacation pay in this case is 6% of regular earnings for those who have not worked sufficient time to be entitled to time off.

Table 10.9 Paid Holiday Falling Within Annual Vacation Period

When a paid holiday falls within a vacation period, The Vacations with Pay Act provides that the vacation may be lengthened by that day or another day off with pay may be taken at a later date.

Table 10.10 Supplementary Vacation with Pay (Special Vacation)

This refers to those agreements that provide extra weeks for paid vacation supplementing the regular annual allowance. These additional allowances are not included with regular annual vacations.

Table 10.11 Vacation Bonus Payments

This bonus refers to money rather than time. It refers to extra payments made to employees in addition to their normal vacation pay.

10.1 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	859	75.3
	1 year	2	40.0	282	24.7
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	4	1.7	108	0.6
	1 year	229	96.2	18,883	97.6
	Cannot determine	3	1.3	176	0.9
	Other	2	0.8	168	0.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	5	17.8	3,405	38.8
	1 year	22	78.6	4,137	47.1
	Cannot determine	1	3.6	1,236	14.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	7	15.2	174	3.9
	1 year	38	82.6	4,313	95.8
	2 years	1	2.2	16	0.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	3	37.5	919	83.5
	1 year	5	62.5	181	16.5
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	198	64.3	15,647	68.8
	1 year	105	34.1	6,876	30.2
	Other	5	1.6	225	1.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	29	69.0	16,189	69.2
	1 year	11	26.2	277	1.2
	Less than 1 year	1	2.4	778	3.3
	Other	1	2.4	6,150	26.3
	TOTAL	42	100.0	23,394	100.0

10.1 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	249	36.8	37,301	45.8
	1 year	413	61.1	35,299	43.4
	2 years	1	0.1	16	0.0
	Less than 1 year	1	0.1	778	1.0
	Cannot determine	4	0.6	1,412	1.7
	Other	9	1.3	6,628	8.1
	TOTAL	677	100.0	81,434	100.0

10.2 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	1 year	3	60.0	859	75.3
	3 years	2	40.0	282	24.7
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	2	0.8	36	0.2
	1 year	2	0.8	72	0.4
	2 years	8	3.4	327	1.7
	3 years	35	14.7	3,598	18.6
	4 years	79	33.2	6,639	34.3
	5 years	106	44.6	8,249	42.7
	10 years	1	0.4	125	0.6
	Cannot determine	4	1.7	251	1.3
	Other	1	0.4	38	0.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	1 year	5	17.9	3,405	38.8
	2 years	6	21.4	3,665	41.7
	3 years	6	21.4	129	1.5
	4 years	1	3.6	8	0.1
	5 years	9	32.1	335	3.8
	Cannot determine	1	3.6	1,236	14.1
	TOTAL	28	100.0	8,778	100.0
TRADE	1 year	6	13.0	163	3.6
	2 years	2	4.3	173	3.8
	3 years	14	30.5	2,980	66.2
	4 years	14	30.5	905	20.1
	5 years	10	21.7	282	6.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	1 year	3	37.5	919	83.5
	2 years	3	37.5	163	14.8
	3 years	2	25.0	18	1.6
	TOTAL	8	100.0	1,100	100.0

10.2 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	7	2.3	1,464	6.4
	1 year	189	61.4	14,180	62.3
	2 years	36	11.7	4,279	18.8
	3 years	22	7.1	1,187	5.2
	4 years	25	8.1	652	2.9
	5 years	22	7.1	750	3.3
	6 years	1	0.3	10	0.0
	Other	6	1.9	226	1.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	1 year	27	64.3	15,938	68.1
	2 years	8	19.0	6,488	27.7
	3 years	4	9.5	110	0.5
	5 years	2	4.8	12	0.1
	Other	1	2.4	846	3.6
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	9	1.3	1,500	1.8
	1 year	235	34.7	35,536	43.6
	2 years	64	9.5	15,445	19.0
	3 years	85	12.6	8,304	10.2
	4 years	119	17.6	8,204	10.1
	5 years	149	22.0	9,628	11.8
	6 years	1	0.1	10	0.0
	10 years	1	0.1	125	0.2
	Cannot determine	5	0.7	1,487	1.8
	Other	9	1.3	1,195	1.5
	TOTAL	677	100.0	81,434	100.0

10.3 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	5 years	2	40.0	850	74.5
	8 years	2	40.0	209	18.3
	10 years	1	20.0	82	7.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	16	6.7	503	2.6
	6 to 7 years	1	0.4	11	0.0
	8 years	14	5.9	958	4.9
	9 years	20	8.4	1,054	5.5
	10 years	43	18.1	2,299	11.9
	11 years	19	8.0	3,899	20.2
	12 years	42	17.6	4,152	21.5
	13 to 14 years	18	7.6	1,598	8.3
	15 years	20	8.4	1,236	6.4
	16 to 19 years	30	12.6	2,737	14.2
	20 years	10	4.2	649	3.4
	Cannot determine	3	1.3	176	0.9
	Other	2	0.8	63	0.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	5 years	1	3.6	4	0.0
	8 years	2	7.1	54	0.6
	9 years	4	14.3	1,680	19.1
	10 years	14	50.0	6,805	77.5
	11 years	3	10.7	33	0.4
	12 years	1	3.6	125	1.4
	15 years	3	10.7	77	0.9
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	1	2.2	50	1.1
	1 to 3 years	1	2.2	3	0.1
	5 years	2	4.3	38	0.8
	8 years	20	43.5	3,279	72.8
	9 years	4	8.7	122	2.7
	10 years	13	28.3	831	18.5
	11 years	1	2.2	108	2.4
	12 years	2	4.3	35	0.8
	13 to 14 years	1	2.2	12	0.3
	16 to 19 years	1	2.2	25	0.6
	TOTAL	46	100.0	4,503	100.0

10.3 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	6 to 7 years	1	12.5	8	0.7
	8 years	1	12.5	56	5.1
	9 years	4	50.0	141	12.8
	10 years	2	25.0	895	81.4
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	12	3.9	478	2.1
	1 to 3 years	13	4.2	1,460	6.4
	4 years	88	28.6	7,323	32.2
	5 years	92	29.9	8,420	37.0
	6 to 7 years	10	3.2	313	1.4
	8 years	10	3.2	92	0.4
	9 years	24	7.8	2,031	8.9
	10 years	45	14.6	2,042	9.0
	11 years	2	0.6	72	0.3
	12 years	4	1.3	258	1.1
	13 to 14 years	1	0.3	24	0.1
	Other	7	2.3	235	1.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	2	4.8	12	0.1
	1 to 3 years	3	7.1	141	0.6
	5 years	5	11.9	93	0.4
	6 to 7 years	2	4.8	18	0.1
	8 years	3	7.1	241	1.0
	9 years	16	38.1	21,242	90.8
	10 years	9	21.4	781	3.3
	11 years	1	2.4	20	0.1
	Other	1	2.4	846	3.6
	TOTAL	42	100.0	23,394	100.0

10.3 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	31	4.6	1,043	1.3
	1 to 3 years	17	2.5	1,604	2.0
	4 years	88	13.0	7,323	9.0
	5 years	102	15.1	9,405	11.5
	6 to 7 years	14	2.1	350	0.4
	8 years	52	7.7	4,889	6.0
	9 years	72	10.6	26,270	32.3
	10 years	128	18.9	14,085	17.3
	11 years	26	3.8	4,132	5.1
	12 years	49	7.2	4,570	5.6
	13 to 14 years	20	3.0	1,634	2.0
	15 years	23	3.4	1,313	1.6
	16 to 19 years	32	4.7	2,847	3.5
	20 years	10	1.5	649	0.8
	Cannot determine	3	0.4	176	0.2
	Other	10	1.5	1,144	1.4
	TOTAL	677	100.0	81,434	100.0

10.4 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	82	7.2
	15 years	1	20.0	200	17.5
	18 years	1	20.0	9	0.8
	20 years	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	102	42.9	6,502	33.6
	5 to 12 years	1	0.4	5	0.0
	13 to 14 years	7	2.9	431	2.2
	15 years	3	1.3	285	1.5
	16 to 17 years	1	0.4	90	0.5
	18 years	10	4.2	1,652	8.6
	19 years	10	4.2	540	2.8
	20 years	55	23.1	5,859	30.3
	21 to 24 years	24	10.1	2,442	12.6
	25 years	20	8.4	1,235	6.4
	30 years	1	0.4	80	0.4
	Cannot determine	3	1.3	176	0.9
	Other	1	0.4	38	0.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	7	25.0	112	1.3
	15 years	1	3.6	10	0.1
	16 to 17 years	3	10.7	52	0.6
	18 years	2	7.1	161	1.8
	19 years	4	14.3	1,699	19.4
	20 years	9	32.2	6,714	76.5
	21 to 24 years	2	7.1	30	0.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	4	8.7	115	2.5
	5 to 12 years	3	6.5	24	0.5
	13 to 14 years	13	28.3	2,813	62.5
	15 years	9	19.6	715	15.9
	16 to 17 years	7	15.2	406	9.0
	18 years	2	4.3	17	0.4
	19 years	2	4.3	121	2.7
	20 years	4	8.7	163	3.6
	21 to 24 years	1	2.2	21	0.5
	Cannot determine	1	2.2	108	2.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	16 to 17 years	1	12.5	8	0.7
	19 years	3	37.5	129	11.7
	20 years	2	25.0	856	77.9
	21 to 24 years	2	25.0	107	9.7
	TOTAL	8	100.0	1,100	100.0

10.4 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	49	15.9	3,522	15.5
	5 to 12 years	12	3.9	276	1.2
	13 to 14 years	6	1.9	7	0.0
	15 years	102	33.1	10,102	44.4
	16 to 17 years	15	4.9	576	2.5
	18 years	84	27.3	5,476	24.1
	19 years	5	1.6	1,716	7.5
	20 years	27	8.8	670	3.0
	21 to 24 years	3	1.0	198	0.9
	25 years	4	1.3	204	0.9
	Other	1	0.3	1	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	5	11.9	29	0.1
	5 to 12 years	4	9.5	157	0.7
	15 years	2	4.8	18	0.0
	16 to 17 years	2	4.8	65	0.3
	18 years	2	4.8	183	0.8
	19 years	14	33.3	21,192	90.6
	20 years	9	21.4	817	3.5
	21 to 24 years	3	7.1	87	0.4
	Other	1	2.4	846	3.6
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	169	25.0	10,712	13.1
	5 to 12 years	20	3.0	462	0.6
	13 to 14 years	26	3.8	3,251	4.0
	15 years	118	17.4	11,330	13.9
	16 to 17 years	29	4.3	1,197	1.5
	18 years	101	14.9	7,498	9.2
	19 years	38	5.6	25,397	31.2
	20 years	108	16.0	15,929	19.6
	21 to 24 years	36	5.3	2,970	3.6
	25 years	24	3.5	1,439	1.8
	30 years	1	0.2	80	0.1
	Cannot determine	4	0.6	284	0.3
	Other	3	0.4	885	1.1
	TOTAL	677	100.0	81,434	100.0

10.5 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	932	81.7
	20 to 22 years	1	20.0	200	17.5
	30 years	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	183	76.9	14,864	76.9
	18 years	6	2.5	386	2.0
	20 to 22 years	12	5.0	585	3.0
	23 to 24 years	2	0.8	114	0.6
	25 years	19	8.0	1,560	8.1
	26 to 29 years	7	3.0	1,144	5.9
	30 years	7	3.0	565	2.9
	Cannot determine	2	0.8	117	0.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATON AND OTHER UTILITIES	No provision	21	75.1	6,973	79.4
	20 to 22 years	2	7.1	135	1.5
	25 years	2	7.1	50	0.6
	26 to 29 years	1	3.6	1,236	14.1
	30 years	2	7.1	384	4.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	21	45.6	653	14.5
	10 to 16 years	1	2.2	3	0.1
	18 years	11	23.9	2,801	62.2
	20 to 22 years	11	23.9	933	20.7
	23 to 24 years	1	2.2	10	0.2
	25 years	1	2.2	103	2.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	26 to 29 years	1	12.5	43	3.9
	30 years	2	25.0	876	79.6
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	270	87.7	17,341	76.2
	10 to 16 years	6	1.9	210	0.9
	18 years	1	0.3	7	0.0
	20 to 22 years	5	1.6	85	0.4
	23 to 24 years	3	1.0	167	0.7
	25 years	2	0.7	79	0.4
	26 to 29 years	1	0.3	20	0.1
	30 years	20	6.5	4,839	21.3
	TOTAL	308	100.0	22,748	100.0

10.5 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	19	45.2	547	2.3
	18 years	2	4.8	128	0.6
	20 to 22 years	2	4.8	29	0.1
	26 to 29 years	13	30.9	21,074	90.1
	30 years	5	11.9	770	3.3
	Other	1	2.4	846	3.6
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	524	77.4	41,926	51.5
	10 to 16 years	7	1.0	213	0.3
	18 years	20	3.0	3,322	4.1
	20 to 22 years	33	4.9	1,967	2.4
	23 to 24 years	6	0.9	291	0.4
	25 years	24	3.5	1,792	2.2
	26 to 29 years	23	3.4	23,517	28.9
	30 years	37	5.5	7,443	9.1
	Cannot determine	2	0.3	117	0.1
	Other	1	0.1	846	1.0
	TOTAL	677	100.0	81,434	100.0

10.6 LENGTH OF SERVICE FOR SEVEN WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	228	95.8	18,578	96.1
	23 years	4	1.7	314	1.6
	25 years	3	1.3	285	1.5
	30 years	1	0.4	90	0.5
	35 years	1	0.4	63	0.3
	Cannot determine	1	0.4	5	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATON AND OTHER UTILITIES	No provision	27	96.4	7,542	85.9
	Cannot determine	1	3.6	1,236	14.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	33	71.7	1,397	31.0
	23 years	9	19.5	2,774	61.6
	25 years	1	2.2	120	2.7
	30 years	1	2.2	90	2.0
	31 years	1	2.2	104	2.3
	32 years	1	2.2	18	0.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	305	99.0	22,629	99.5
	20 years	3	1.0	119	0.5
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	650	96.0	76,216	93.6
	20 years	3	0.5	119	0.2
	23 years	13	2.0	3,088	3.8
	25 years	4	0.6	405	0.5
	30 years	2	0.3	180	0.2
	31 years	1	0.1	104	0.1
	32 years	1	0.1	18	0.0
	35 years	1	0.1	63	0.1
	Cannot determine	2	0.3	1,241	1.5
	TOTAL	677	100.0	81,434	100.0

10.7 LENGTH OF SERVICE FOR EIGHT WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	236	99.2	19,240	99.5
	35 years	1	0.4	90	0.5
	Cannot determine	1	0.4	5	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	308	100.0	22,748	100.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	675	99.6	81,339	99.9
	35 years	1	0.2	90	0.1
	Cannot determine	1	0.2	5	0.0
	TOTAL	677	100.0	81,434	100.0

10.8 PAID VACATION - ELECTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	82	7.2
	Right of employee to select	3	60.0	1,050	92.0
	Plant shutdown and right to select	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	93	39.1	7,059	36.5
	Plant shutdown	11	4.6	1,048	5.4
	Right of employee to select	80	33.6	5,006	28.9
	Plant shutdown and right to select	54	22.7	6,222	32.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	9	32.1	1,729	19.7
	Right of employee to select	18	64.3	7,041	80.2
	Plant shutdown and right to select	1	3.6	8	0.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	14	30.4	494	11.0
	Plant shutdown	1	2.2	8	0.2
	Right of employee to select	30	65.2	3,971	88.2
	Other	1	2.2	30	0.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	132	12.0
	Right of employee to select	6	75.0	968	88.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	82	26.6	1,778	7.8
	Plant shutdown	3	1.0	411	1.8
	Right of employee to select	222	72.1	20,521	90.2
	Plant shutdown and right to select	1	0.3	38	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	22	52.4	20,152	86.1
	Right of employee to select	20	47.6	3,242	13.9
	TOTAL	42	100.0	23,394	100.0

10.8 PAID VACATION - ELECTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	224	33.1	31,776	39.0
	Plant shutdown	15	2.2	1,467	1.8
	Right of employee to select	380	56.1	41,884	51.5
	Plant shutdown and right to select	57	8.4	6,277	7.7
	Other	1	0.2	30	0.0
	TOTAL	677	100.0	81,434	100.0

10.9 PAID HOLIDAY FALLING WITHIN ANNUAL VACATION PERIOD

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	200	17.5
	Working day off with pay	3	60.0	932	81.7
	Working day off with pay or extra day's pay	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	123	51.7	8,814	45.6
	Working day off with pay	52	21.8	5,114	26.4
	Extra day's pay	10	4.3	1,024	5.3
	Working day off with pay or extra day's pay	52	21.8	4,362	22.6
	Other	1	0.4	21	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	7	25.0	164	1.9
	Working day off with pay	13	46.4	3,754	42.8
	Working day off with pay or extra day's pay	8	28.6	4,860	55.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	7	15.2	301	6.7
	Working day off with pay	8	17.4	552	12.3
	Extra day's pay	1	2.2	1	0.0
	Working day off with pay or extra day's pay	29	63.0	3,606	80.1
	Other	1	2.2	43	0.9
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	151	13.7
	Working day off with pay	4	50.0	73	6.6
	Working day off with pay or extra day's pay	2	25.0	876	79.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	157	51.0	10,972	48.2
	Working day off with pay	54	17.5	6,286	27.6
	Extra day's pay	3	1.0	532	2.4
	Working day off with pay or extra day's pay	94	30.5	4,958	21.8
	TOTAL	308	100.0	22,748	100.0

10.9 PAID HOLIDAY FALLING WITHIN ANNUAL VACATION PERIOD (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	23	54.8	8,548	36.5
	Working day off with pay	14	33.3	14,354	61.4
	Working day off with pay or extra day's pay	5	11.9	492	2.1
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	320	47.3	29,150	35.8
	Working day off with pay	150	22.1	31,500	38.7
	Extra day's pay	14	2.1	1,557	1.9
	Working day off with pay or extra day's pay	191	28.2	19,163	23.5
	Other	2	0.3	64	0.1
	TOTAL	677	100.0	81,434	100.0

10.10 SUPPLEMENTARY VACATION WITH PAY (SPECIAL VACATION)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	230	96.6	18,306	94.7
	In or after designated years of service	4	1.7	297	1.5
	If taken in off-season	1	0.4	160	0.8
	After designated years of service and designated age(s)	3	1.3	572	3.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	75.0	648	7.4
	In or after designated years of service	6	21.4	6,780	77.2
	For Northern or remoteness service	1	3.6	1,350	15.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	42	91.3	4,463	99.1
	In or after designated years of service	2	4.3	13	0.3
	If taken in off-season	1	2.2	18	0.4
	For Northern or remoteness service	1	2.2	9	0.2
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	232	21.1
	In or after designated years of service	2	25.0	68	6.2
	For Northern or remoteness service	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	142	46.1	6,567	28.9
	In or after designated years of service	156	50.7	15,951	70.1
	On reaching designated age(s)	1	0.3	58	0.3
	For Northern or remoteness service	7	2.3	80	0.3
	Other	2	0.6	92	0.4
	TOTAL	308	100.0	22,748	100.0

10.10 SUPPLEMENTARY VACATION WITH PAY (SPECIAL VACATION) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	36	85.7	22,906	97.9
	In or after designated years of service	4	9.5	99	0.4
	If taken in off-season	1	2.4	9	0.0
	After designated years of service and designated age(s)	1	2.4	380	1.7
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	482	71.2	54,613	67.1
	In or after designated years of service	174	25.7	23,208	28.5
	If taken in off-season	3	0.4	187	0.2
	On reaching designated age(s)	1	0.2	58	0.1
	After designated years of service and designated age(s)	5	0.7	1,037	1.3
	For Northern or remoteness service	10	1.5	2,239	2.7
	Other	2	0.3	92	0.1
	TOTAL	677	100.0	81,434	100.0

10.11 VACATION BONUS PAYMENTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	291	25.5
	Other	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	222	93.3	17,481	90.4
	In or after designated years of service	5	2.1	370	1.9
	If taken in off-season	6	2.5	1,125	5.9
	Annual vacation bonus	4	1.7	351	1.8
	Travel allowance	1	0.4	8	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	44	95.6	4,479	99.5
	Annual vacation bonus	1	2.2	3	0.1
	Other	1	2.2	21	0.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	292	94.8	22,051	96.9
	In or after designated years of service	1	0.3	34	0.2
	Annual vacation bonus	11	3.6	474	2.1
	Travel allowance	4	1.3	189	0.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	34	80.9	23,061	98.6
	In or after designated years of service	2	4.8	22	0.1
	Annual vacation bonus	2	4.8	65	0.3
	Travel allowance	3	7.1	233	1.0
	Other	1	2.4	13	0.0
	TOTAL	42	100.0	23,394	100.0

10.11 VACATION BONUS PAYMENTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	633	93.5	77,676	95.4
	In or after designated years of service	8	1.2	426	0.5
	If taken in off-season	6	0.9	1,125	1.4
	Annual vacation bonus	18	2.6	893	1.1
	Travel allowance	8	1.2	430	0.5
	Other	4	0.6	884	1.1
	TOTAL	677	100.0	81,434	100.0

SECTION 11

LEAVES OF ABSENCE

NOTES TO SECTION 11

A leave of absence is a permitted absence of an employee from work for a limited period. It may be paid or unpaid depending upon the circumstances. Generally there are no laws relating to these types of leave in Manitoba.

Table 11.1 Paid Bereavement Leave (Immediate Family)

In the majority of agreements, immediate family is defined to include mother-in-law and father-in-law.

The table refers to the maximum number of days of paid bereavement leave for a death in the immediate family.

Table 11.2 Paid Bereavement (or Funeral) Leave (Other than Immediate Family)

This table also includes leave to act as pallbearer.

Table 11.3 Leave of Absence for Union Functions

This table refers to short-term leaves of absence granted to employees to attend union conventions, conferences, delegations or to take care of special union business.

Table 11.9 Leave of Absence - Education

This table refers to educational leave in a longer term, formal sense. Table 18.2 generally refers to in-house or on-the-job training of a less formal nature and of shorter duration.

Table 11.10 Sick Family Member Care Leave

This table refers to those provisions where an employee is allowed to utilize accumulated sick leave with pay for the purpose of attending to a sick relative who resides with the employee. There may be stipulations that the person to be cared for is a member of the immediate family and that no one else is available to care for that person.

11.1 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	3 days	2	40.0	282	24.7
	4 days	1	20.0	9	0.8
	5 days	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	24	10.1	1,835	9.5
	1 day	7	2.9	539	2.8
	2 days	12	5.0	929	4.8
	3 days	135	56.7	11,430	59.1
	4 days	13	5.5	1,513	7.8
	5 days	23	9.7	1,363	7.1
	Mentioned but not specified	23	9.7	1,666	8.6
	Other	1	0.4	60	0.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	5	17.8	3,635	41.4
	1 1/2 days	1	3.6	40	0.5
	3 days	21	75.0	5,003	57.0
	4 days	1	3.6	100	1.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	1	2.2	1	0.0
	1 day	1	2.2	50	1.1
	2 days	2	4.3	28	0.6
	3 days	32	69.6	4,045	89.8
	5 days	7	15.2	322	7.2
	Mentioned but not specified	3	6.5	57	1.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	3 days	4	50.0	121	11.0
	5 days	2	25.0	84	7.6
	7 days	1	12.5	800	72.7
	Mentioned but not specified	1	12.5	95	8.7
	TOTAL	8	100.0	1,100	100.0

11.1 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	6	2.0	1,214	5.3
	1 day	1	0.3	2	0.0
	3 days	89	28.9	3,443	15.1
	4 days	28	9.1	3,675	16.2
	5 days	112	36.4	9,294	40.9
	6 days	58	18.8	4,132	18.2
	7 days	12	3.9	678	3.0
	Mentioned but not specified	1	0.3	170	0.7
	Other	1	0.3	140	0.6
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	1	2.4	9	0.0
	2 days	2	4.7	8	0.0
	3 days	16	38.1	8,541	36.5
	5 days	22	52.4	14,778	63.2
	7 days	1	2.4	58	0.3
	TOTAL	42	100.0	23,384	100.0
ALL INDUSTRIES	No provision	37	5.5	6,694	8.2
	1 day	9	1.3	591	0.7
	1 1/2 days	1	0.1	40	0.0
	2 days	16	2.4	965	1.2
	3 days	301	44.5	33,300	40.9
	4 days	43	6.3	5,297	6.5
	5 days	168	24.8	26,691	32.8
	6 days	58	8.6	4,132	5.1
	7 days	14	2.1	1,536	1.9
	Mentioned but not specified	28	4.1	1,988	2.4
	Other	2	0.3	200	0.3
	TOTAL	677	100.0	81,434	100.0

11.2 PAID BEREAVEMENT (OR FUNERAL) LEAVE (OTHER THAN IMMEDIATE FAMILY)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	1,050	92.0
	1 day	1	20.0	82	7.2
	3 days	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	144	60.5	10,363	53.6
	1/2 day	2	0.8	41	0.2
	1 day	74	31.1	7,444	38.5
	2 days	8	3.4	535	2.8
	3 days	10	4.2	952	4.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	71.4	6,885	78.5
	1/2 day	2	7.1	1,336	15.2
	1 day	5	17.9	223	2.5
	2 days	1	3.6	334	3.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	33	71.8	3,766	83.6
	1 day	10	21.7	661	14.7
	3 days	3	6.5	76	1.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	56	5.1
	1/2 day	1	12.5	10	0.9
	1 day	3	37.5	150	13.7
	3 days	2	25.0	84	7.6
	5 to 6 days	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	104	33.7	4,931	21.7
	1/2 day	3	1.0	604	2.6
	1 day	147	47.7	10,910	48.0
	2 days	20	6.5	2,922	12.8
	3 days	15	4.9	2,610	11.5
	5 to 6 days	7	2.3	314	1.4
	Mentioned but not specified	12	3.9	457	2.0
	TOTAL	308	100.0	22,748	100.0

11.2 PAID BEREAVEMENT (OR FUNERAL) LEAVE (OTHER THAN IMMEDIATE FAMILY) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	4	9.5	918	3.9
	1/2 day	13	31.0	6,682	28.6
	1 day	9	21.4	1,467	6.3
	2 days	3	7.1	50	0.2
	3 days	13	31.0	14,277	61.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	311	45.9	28,404	34.9
	1/2 day	21	3.1	8,673	10.6
	1 day	249	36.8	20,937	25.7
	2 days	32	4.7	3,841	4.7
	3 days	44	6.5	18,008	22.1
	5 to 6 days	8	1.2	1,114	1.4
	Mentioned but not specified	12	1.8	457	0.6
	TOTAL	677	100.0	81,434	100.0

11.3 LEAVE OF ABSENCE FOR UNION FUNCTIONS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Unpaid leave	3	60.0	291	25.5
	Provision for leave but no mention if paid or not	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	125	52.5	8,759	45.3
	Unpaid leave	92	38.7	8,690	44.9
	Paid leave	2	0.8	145	0.7
	Union reimburses employer for wages paid	5	2.1	416	2.2
	Provision for leave but no mention if paid or not	14	5.9	1,325	6.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	16	57.1	4,192	47.8
	Unpaid leave	10	35.7	2,550	29.0
	Both paid and unpaid leave specified	1	3.6	800	9.1
	Provision for leave but no mention if paid or not	1	3.6	1,236	14.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	13	28.3	761	16.9
	Unpaid leave	30	65.2	3,568	79.2
	Union reimburses employer for wages paid	1	2.2	120	2.7
	Provision for leave but no mention if paid or not	2	4.3	54	1.2
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	107	9.7
	Unpaid leave	2	25.0	66	6.0
	Paid leave	1	12.5	8	0.7
	Union reimburses employer for wages paid	3	37.5	919	83.6
	TOTAL	8	100.0	1,100	100.0

11.3 LEAVE OF ABSENCE FOR UNION FUNCTIONS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	66	21.5	3,343	14.7
	Unpaid leave	178	57.8	13,361	58.7
	Paid leave	4	1.3	41	0.2
	Union reimburses employer for wages paid	55	17.9	5,761	25.3
	Both paid and unpaid leave specified	2	0.6	150	0.7
	Provision for leave but no mention if paid or not	2	0.6	72	0.3
	Other	1	0.3	20	0.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	10	23.8	226	1.0
	Unpaid leave	14	33.3	1,383	5.9
	Paid leave	2	4.8	178	0.8
	Union reimburses employer for wages paid	12	28.5	20,331	86.9
	Both paid and unpaid leave specified	2	4.8	1,223	5.2
	Provision for leave but no mention if paid or not	2	4.8	53	0.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	233	34.4	17,473	21.4
	Unpaid leave	330	48.8	30,259	37.2
	Paid leave	9	1.3	372	0.5
	Union reimburses employer for wages paid	76	11.2	27,547	33.8
	Both paid and unpaid leave specified	5	0.7	2,173	2.7
	Provision for leave but no mention if paid or not	23	3.4	3,590	4.4
	Other	1	0.2	20	0.0
	TOTAL	677	100.0	81,434	100.0

11.4 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Unpaid leave	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	164	68.9	10,133	52.4
	Unpaid leave	55	23.1	7,395	38.3
	Union reimburses employer for wages paid	3	1.3	260	1.3
	Provision for leave but no mention if paid or not	16	6.7	1,547	8.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	67.8	4,281	48.8
	Unpaid leave	8	28.6	3,261	37.1
	Provision for leave but no mention if paid or not	1	3.6	1,236	14.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	26	56.5	1,601	35.5
	Unpaid leave	18	39.1	2,752	61.1
	Union reimburses employer for wages paid	1	2.2	120	2.7
	Provision for leave but no mention if paid or not	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	290	26.4
	Unpaid leave	2	25.0	810	73.6
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	213	69.2	17,009	74.8
	Unpaid leave	27	8.8	1,269	5.6
	Paid leave	2	0.6	34	0.1
	Union reimburses employer for wages paid	53	17.2	4,148	18.2
	Provision for leave but no mention if paid or not	13	4.2	288	1.3
	TOTAL	308	100.0	22,748	100.0

11.4 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	35	83.3	15,652	66.9
	Unpaid leave	3	7.1	251	1.1
	Paid leave	1	2.4	118	0.5
	Both paid and unpaid leave specified	2	4.8	1,223	5.2
	Other	1	2.4	6,150	26.3
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	464	68.5	49,051	60.2
	Unpaid leave	119	17.6	17,229	21.2
	Paid leave	3	0.4	152	0.2
	Union reimburses employer for wages paid	57	8.4	4,528	5.6
	Both paid and unpaid leave specified	2	0.3	1,223	1.5
	Provision for leave but no mention if paid or not	31	4.6	3,101	3.8
	Other	1	0.2	6,150	7.5
	TOTAL	677	100.0	81,434	100.0

11.5 PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Difference between regular pay and jury fees	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	92	38.7	5,815	30.1
	Regular pay plus jury fees	2	0.8	145	0.7
	Difference between regular pay and jury fees	139	58.4	12,328	63.8
	Part of difference between regular pay and jury fees	4	1.7	1,004	5.2
	Other	1	0.4	43	0.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	9	32.1	6,192	70.6
	Difference between regular pay and jury fees	18	64.3	2,486	28.3
	Other	1	3.6	100	1.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	10	21.7	512	11.4
	Regular pay plus jury fees	2	4.3	211	4.7
	Difference between regular pay and jury fees	32	69.6	3,646	81.0
	Part of difference between regular pay and jury fees	1	2.2	104	2.2
	Provision exists but amount of pay not defined	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	Difference between regular pay and jury fees	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	53	17.2	2,233	9.8
	Regular pay plus jury fees	1	0.3	375	1.6
	Difference between regular pay and jury fees	253	82.2	20,122	88.5
	Other	1	0.3	18	0.1
	TOTAL	308	100.0	22,748	100.0

11.5 PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	16	38.1	1,730	7.4
	Regular pay plus jury fees	1	2.4	20	0.1
	Difference between regular pay and jury fees	22	52.4	20,376	87.1
	Provision exists but amount of pay not defined	1	2.4	45	0.2
	Other	2	4.7	1,223	5.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	180	26.6	16,482	20.2
	Regular pay plus jury fees	6	0.9	751	0.9
	Difference between regular pay and jury fees	479	70.8	61,634	75.7
	Part of difference between regular pay and jury fees	5	0.7	1,108	1.4
	Provision exists but amount of pay not defined	2	0.3	75	0.1
	Other	5	0.7	1,384	1.7
	TOTAL	677	100.0	81,434	100.0

11.6 PATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	232	97.5	19,155	99.1
	Paid leave of 1 day	4	1.7	113	0.6
	Paid leave of more than 1 day	1	0.4	41	0.2
	Other	1	0.4	26	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	42	91.3	4,326	96.1
	Paid leave of 1 day	3	6.5	147	3.2
	Paid leave of more than 1 day	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	86	7.8
	Paid leave of 1 day	3	37.5	919	83.6
	Paid leave of more than 1 day	1	12.5	95	8.6
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	201	65.2	13,379	58.8
	Paid leave of 1 day	31	10.1	1,308	5.8
	Paid leave of more than 1 day	3	1.0	1,167	5.1
	Unpaid leave of more than 1 day	70	22.7	5,656	24.9
	Other	3	1.0	1,238	5.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	26	61.9	8,943	38.2
	Paid leave of 1 day	16	38.1	14,451	61.8
	TOTAL	42	100.0	23,394	100.0

11.6 PATERNITY LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	540	79.8	56,243	69.1
	Paid leave of 1 day	57	8.4	16,938	20.8
	Paid leave of more than 1 day	6	0.9	1,333	1.6
	Unpaid leave of more than 1 day	70	10.3	5,656	6.9
	Other	4	0.6	1,264	1.6
	TOTAL	677	100.0	81,434	100.0

11.7 LEAVE OF ABSENCE - ADOPTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	236	99.2	19,229	99.5
	Paid leave of 1 day	1	0.4	41	0.2
	Unpaid leave of more than 1 day	1	0.4	65	0.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	82.2	4,268	48.6
	Unpaid leave of more than 1 day	2	7.1	900	10.3
	Other	3	10.7	3,610	41.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.2
	Unpaid leave of more than 1 day	2	25.0	119	10.8
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	127	41.2	7,736	34.0
	Paid leave of 1 day	3	1.0	189	0.8
	Paid leave of more than 1 day	10	3.3	2,523	11.1
	Unpaid leave of more than 1 day	168	54.5	12,300	54.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	28	66.7	2,014	8.6
	Paid leave of 1 day	1	2.4	380	1.6
	Paid leave of more than 1 day	3	7.1	7,917	33.9
	Unpaid leave of more than 1 day	10	23.8	13,083	55.9
	TOTAL	42	100.0	23,394	100.0

11.7 LEAVE OF ABSENCE - ADOPTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	473	69.9	40,307	49.5
	Paid leave of 1 day	5	0.8	610	0.8
	Paid leave of more than 1 day	13	1.9	10,440	12.8
	Unpaid leave of more than 1 day	183	27.0	26,467	32.5
	Other	3	0.4	3,610	4.4
	TOTAL	677	100.0	81,434	100.0

11.8 PAID LEAVE OF ABSENCE FOR MARRIAGE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	238	100.0	19,335	100.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	306	99.4	22,707	99.8
	3 days paid leave	2	0.6	41	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	673	99.4	81,268	99.8
	3 days paid leave	2	0.3	41	0.0
	Other	2	0.3	125	0.2
	TOTAL	677	100.0	81,434	100.0

11.9 LEAVE OF ABSENCE - EDUCATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	291	25.5
	Unpaid leave	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	226	95.0	17,885	92.5
	Employee receives regular pay	1	0.4	110	0.6
	Employee receives a percentage of regular pay	1	0.4	125	0.6
	Provision exists but no mention if paid or unpaid	5	2.1	938	4.9
	Unpaid leave	5	2.1	277	1.4
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,678	98.9
	Unpaid leave	1	3.6	100	1.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	125	11.4
	Provision exists but no mention if paid or unpaid	2	25.0	132	12.0
	Other	2	25.0	843	76.6
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	139	45.1	9,381	41.2
	Employee receives regular pay	104	33.8	6,810	29.9
	Employee receives a percentage of regular pay	2	0.6	1,126	5.0
	Provision exists but no mention if paid or unpaid	11	3.6	598	2.6
	Unpaid leave	4	1.3	1,125	5.0
	Other	48	15.6	3,708	16.3
	TOTAL	308	100.0	22,748	100.0

11.9 LEAVE OF ABSENCE - EDUCATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	32	76.2	19,270	82.4
	Employee receives regular pay	1	2.4	100	0.4
	Employee receives a percentage of regular pay	1	2.4	380	1.6
	Provision exists but no mention if paid or unpaid	4	9.5	353	1.5
	Other	4	9.5	3,291	14.1
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	478	70.6	60,218	74.0
	Employee receives regular pay	106	15.7	7,020	8.6
	Employee receives a percentage of regular pay	4	0.6	1,631	2.0
	Provision exists but no mention if paid or unpaid	22	3.2	2,021	2.5
	Unpaid leave	13	1.9	2,702	3.3
	Other	54	8.0	7,842	9.6
	TOTAL	677	100.0	81,434	100.0

11.10 SICK FAMILY MEMBER CARE LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	234	98.3	18,801	97.2
	Provision exists	4	1.7	534	2.8
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,742	99.6
	Provision exists	1	3.6	36	0.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.5	4,454	98.9
	Provision exists	3	6.5	49	1.1
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.2
	Provision exists	2	25.0	119	10.8
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	208	67.5	16,650	73.2
	Provision exists	100	32.5	6,098	26.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	29	69.0	9,113	39.0
	Provision exists	13	31.0	14,281	61.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	554	81.8	60,317	74.1
	Provision exists	123	18.2	21,117	25.9
	TOTAL	677	100.0	81,434	100.0

SECTION 12

MATERNITY LEAVE

NOTES TO SECTION 12

Table 12.1 Service Requirements for Maternity Leave

The Employment Standards Act provides for basic unpaid maternity leave after 12 months of continuous service with the same employer.

Table 12.2 Maximum Duration of Maternity Leave

The Employment Standards Act provides for a basic leave of 17 weeks.

In those agreements where duration of maternity leave is stated in other than weeks, conversions are made and rounded to the nearest full week.

Table 12.4 Maternity Leave with Pay

Maternity leave with pay refers to that pay above and beyond the statutory benefits provided by unemployment insurance.

12.1 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	195	81.9	15,424	79.8
	1 to 3 months	1	0.4	12	0.1
	6 months	2	0.8	662	3.4
	8 to 9 months	2	0.8	124	0.6
	10 months	23	9.7	1,666	8.6
	12 months	12	5.0	1,234	6.4
	Cannot determine	3	1.3	213	1.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	78.6	1,682	19.2
	6 months	2	7.1	1,336	15.2
	12 months	4	14.3	5,760	65.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	35	76.1	4,129	91.7
	1 to 3 months	1	2.2	9	0.2
	6 months	2	4.3	58	1.3
	12 months	6	13.0	269	6.0
	Cannot determine	2	4.3	38	0.8
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	125	11.4
	6 months	1	12.5	800	72.7
	12 months	2	25.0	119	10.8
	Cannot determine	1	12.5	56	5.1
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	93	30.2	6,098	26.8
	1 to 3 months	7	2.3	47	0.2
	6 months	78	25.3	5,895	25.9
	8 to 9 months	96	31.2	8,690	38.2
	10 months	5	1.6	416	1.8
	12 months	26	8.4	1,242	5.5
	26 to 36 months	1	0.3	196	0.9
	Cannot determine	2	0.6	164	0.7
	TOTAL	308	100.0	22,748	100.0

12.1 SERVICE REQUIREMENTS FOR MATERNITY LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	21	50.0	865	3.7
	6 months	5	11.9	8,531	36.5
	10 months	1	2.4	100	0.4
	12 months	15	35.7	13,898	59.4
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	377	55.7	29,899	36.7
	1 to 3 months	9	1.3	68	0.1
	6 months	90	13.3	17,282	21.2
	8 to 9 months	98	14.5	8,814	10.8
	10 months	29	4.3	2,182	2.7
	12 months	65	9.6	22,522	27.7
	26 to 36 months	1	0.1	196	0.2
	Cannot determine	8	1.2	471	0.6
	TOTAL	677	100.0	81,434	100.0

12.2 MAXIMUM DURATION OF MATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	185	77.7	13,608	70.4
	12 to 15 weeks	3	1.3	170	0.9
	17 weeks	6	2.5	273	1.4
	18 to 20 weeks	2	0.8	141	0.7
	21 weeks	4	1.7	336	1.7
	22 to 24 weeks	1	0.4	385	2.0
	26 weeks	4	1.7	698	3.6
	28 to 39 weeks	2	0.8	1,070	5.5
	52 weeks	1	0.4	80	0.4
	Varies according to length of service	1	0.4	135	0.7
	Cannot determine	29	12.2	2,439	12.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	75.0	1,678	19.1
	17 weeks	1	3.6	575	6.6
	18 to 20 weeks	2	7.1	1,336	15.2
	Cannot determine	3	10.7	5,185	59.1
	Other	1	3.6	4	0.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	20	43.5	1,133	25.2
	12 to 15 weeks	3	6.5	64	1.4
	17 weeks	4	8.7	229	5.1
	18 to 20 weeks	1	2.2	469	10.4
	21 weeks	4	8.7	113	2.5
	26 weeks	6	13.0	2,243	49.8
	28 to 39 weeks	1	2.2	18	0.4
	52 weeks	1	2.2	108	2.4
	Cannot determine	6	13.0	126	2.8
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	125	11.4
	17 weeks	1	12.5	56	5.1
	18 to 20 weeks	3	37.5	919	83.5
	TOTAL	8	100.0	1,100	100.0

12.2 MAXIMUM DURATION OF MATERNITY LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	69	22.4	1,909	8.4
	12 to 15 weeks	11	3.6	1,301	5.7
	17 weeks	32	10.4	5,241	23.0
	18 to 20 weeks	3	1.0	93	0.4
	21 weeks	2	0.6	59	0.3
	22 to 24 weeks	4	1.3	264	1.2
	26 weeks	122	39.6	8,805	38.7
	28 to 39 weeks	2	0.6	59	0.3
	52 weeks	55	17.9	4,380	19.3
	Cannot determine	8	2.6	637	2.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	17	40.5	457	2.0
	17 weeks	7	16.7	1,856	7.9
	18 to 20 weeks	1	2.4	10	0.0
	22 to 24 weeks	1	2.4	58	0.2
	26 weeks	4	9.5	330	1.4
	28 to 39 weeks	2	4.8	6,178	26.4
	Cannot determine	10	23.8	14,505	62.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	323	47.7	20,486	25.2
	12 to 15 weeks	17	2.5	1,535	1.9
	17 weeks	51	7.5	8,230	10.1
	18 to 20 weeks	12	1.8	2,968	3.6
	21 weeks	10	1.5	508	0.6
	22 to 24 weeks	6	0.9	707	0.9
	26 weeks	136	20.1	12,076	14.8
	28 to 39 weeks	7	1.0	7,325	9.0
	52 weeks	57	8.4	4,568	5.6
	Varies according to length of service	1	0.1	135	0.2
	Cannot determine	56	8.3	22,892	28.1
	Other	1	0.1	4	0.0
	TOTAL	677	100.0	81,434	100.0

12.3 SENIORITY STATUS DURING MATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	189	79.4	14,766	76.4
	Seniority retained	38	16.0	2,654	13.7
	Seniority accumulated	7	2.9	1,359	7.0
	Provision exists but no mention if retained or accumulated	1	0.4	120	0.6
	Other	3	1.3	436	2.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	78.6	1,682	19.2
	Seniority retained	6	21.4	7,096	80.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	22	47.8	1,238	27.5
	Seniority retained	10	21.7	399	8.9
	Seniority accumulated	14	30.4	2,866	63.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	300	27.3
	Seniority retained	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	122	39.6	8,450	37.1
	Seniority retained	41	13.3	4,050	17.8
	Seniority accumulated	20	6.5	265	1.2
	Provision exists but no mention if retained or accumulated	1	0.3	34	0.1
	Seniority accumulated to certain period, then retained	123	40.0	9,739	42.8
	Other	1	0.3	210	0.9
	TOTAL	308	100.0	22,748	100.0

12.3 SENIORITY STATUS DURING MATERNITY LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	34	81.0	14,955	63.9
	Seniority retained	7	16.7	8,381	35.8
	Seniority accumulated	1	2.4	58	0.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	403	59.5	42,967	52.8
	Seniority retained	103	15.2	23,380	28.7
	Seniority accumulated	42	6.2	4,548	5.6
	Provision exists but no mention if retained or accumulated	2	0.3	154	0.2
	Seniority accumulated to certain period, then retained	123	18.2	9,739	12.0
	Other	4	0.6	646	0.8
	TOTAL	677	100.0	81,434	100.0

12.4 MATERNITY LEAVE WITH PAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	237	99.6	19,215	99.4
	Leave of absence with full loss of pay	1	0.4	120	0.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,678	98.9
	Leave of absence with full loss of pay	1	3.6	100	1.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,493	99.8
	Leave of absence with full loss of pay	1	2.2	10	0.2
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	224	20.4
	Leave of absence with full loss of pay	2	25.0	876	79.6
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	186	60.4	9,644	42.4
	Leave of absence with full pay	1	0.3	10	0.0
	Leave of absence with partial loss of pay	1	0.3	3	0.0
	Leave of absence with full loss of pay	120	39.0	13,091	57.5
	TOTAL	308	100.0	22,748	100.0

12.4 MATERNITY LEAVE WITH PAY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	27	64.3	7,861	33.6
	Leave of absence with full pay	1	2.4	846	3.6
	Leave of absence with partial loss of pay	1	2.4	380	1.6
	Leave of absence with full loss of pay	13	31.0	14,307	61.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	535	79.0	51,691	63.5
	Leave of absence with full pay	2	0.3	856	1.1
	Leave of absence with partial loss of pay	2	0.3	383	0.5
	Leave of absence with full loss of pay	138	20.4	28,504	35.0
	TOTAL	677	100.0	81,434	100.0

12.5 USE OF SICK LEAVE FOR MATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	238	100.0	19,335	100.0
		238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,500	99.9
	Provision exists	1	2.2	3	0.1
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.2
	Provision exists	2	25.0	119	10.8
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	240	77.9	18,103	79.6
	Provision exists	68	22.1	4,645	20.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	25	59.5	7,576	32.4
	Provision exists	17	40.5	15,818	67.6
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	589	87.0	60,849	74.7
	Provision exists	88	13.0	20,585	25.3
	TOTAL	677	100.0	81,434	100.0

12.6 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN DURING MATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	238	100.0	19,335	100.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	304	98.7	22,718	99.9
	Provision exists	4	1.3	30	0.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	673	99.4	81,404	100.0
	Provision exists	4	0.6	30	0.0
	TOTAL	677	100.0	81,434	100.0

SECTION 13

HEALTH AND WELFARE

NOTES TO SECTION 13

Very often a full range of health and welfare benefits are offered by an employer but mention of these benefits in a collective agreement is limited to a few basic points. Only information actually found in collective agreements is contained in the tables of this report.

Table 13.28 Psychiatric Care Plan

This provision refers to alcohol/drug abuse and mental illness.

13.1 MINIMUM SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS (SICK LEAVE ONLY)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	191	80.3	16,105	83.3
	1 to 2 months	5	2.1	404	2.1
	3 months	21	8.8	1,893	9.8
	4 to 10 months	2	0.8	52	0.3
	12 months	4	1.7	89	0.4
	24 months	1	0.4	4	0.0
	Mentioned but not specified	8	3.4	650	3.4
	Other	6	2.5	138	0.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	13	46.4	649	7.4
	1 to 2 months	4	14.3	4,205	47.9
	3 months	5	17.8	3,637	41.4
	4 to 10 months	1	3.6	100	1.2
	12 months	4	14.3	62	0.7
	Mentioned but not specified	1	3.6	125	1.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	25	54.4	1,260	28.0
	1 to 2 months	2	4.3	23	0.5
	3 months	14	30.4	3,009	66.8
	4 to 10 months	3	6.5	151	3.3
	Mentioned but not specified	1	2.2	30	0.7
	Other	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	117	10.7
	1 to 2 months	1	12.5	800	72.7
	3 months	2	25.0	107	9.7
	Other	1	12.5	76	6.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	106	34.4	4,622	20.3
	1 to 2 months	11	3.6	2,044	9.0
	3 months	164	53.2	11,242	49.4
	4 to 10 months	16	5.2	2,226	9.8
	Mentioned but not specified	3	1.0	53	0.2
	Other	8	2.6	2,561	11.3
	TOTAL	308	100.0	22,748	100.0

13.1 MINIMUM SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS (SICK LEAVE ONLY) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	21	50.0	2,888	12.3
	1 to 2 months	12	28.6	13,839	59.2
	3 months	3	7.1	247	1.0
	4 to 10 months	4	9.5	6,167	26.4
	Mentioned but not specified	1	2.4	88	0.4
	Other	1	2.4	165	0.7
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	367	54.2	27,217	33.4
	1 to 2 months	35	5.2	21,315	26.2
	3 months	209	30.9	20,135	24.7
	4 to 10 months	26	3.8	8,696	10.7
	12 months	8	1.2	151	0.2
	24 months	1	0.1	4	0.0
	Mentioned but not specified	14	2.1	946	1.2
	Other	17	2.5	2,970	3.6
	TOTAL	677	100.0	81,434	100.0

13.2 MINIMUM SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS EXCLUDING SICK LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	91	8.0
	3 months	3	60.0	1,050	92.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	161	67.7	11,101	57.4
	1 to 2 months	17	7.1	2,346	12.1
	3 months	40	16.8	3,673	19.0
	4 to 9 months	8	3.4	651	3.4
	12 to 18 months	2	0.8	1,235	6.4
	60 months	1	0.4	15	0.1
	Varies according to type of benefit	4	1.7	146	0.7
	Other	5	2.1	168	0.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	16	57.1	7,244	82.5
	1 to 2 months	4	14.3	1,282	14.6
	3 months	6	21.4	107	1.2
	Varies according to type of benefit	2	7.2	145	1.7
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	41	89.1	4,402	97.8
	1 to 2 months	1	2.2	33	0.7
	3 months	1	2.2	9	0.2
	4 to 9 months	1	2.2	10	0.2
	Varies according to type of benefit	2	4.3	49	1.1
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,024	93.1
	Other	1	12.5	76	6.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	285	92.6	21,428	94.2
	1 to 2 months	4	1.3	167	0.8
	3 months	9	2.9	663	2.9
	4 to 9 months	3	1.0	295	1.3
	12 to 18 months	2	0.6	26	0.1
	Varies according to type of benefit	2	0.6	74	0.3
	Other	3	1.0	95	0.4
	TOTAL	308	100.0	22,748	100.0

13.2 MINIMUM SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS EXCLUDING SICK LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	39	92.8	17,219	73.6
	4 to 9 months	2	4.8	6,159	26.3
	Varies according to type of benefit	1	2.4	16	0.1
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	551	81.4	62,509	76.8
	1 to 2 months	27	4.0	4,178	5.1
	3 months	59	8.7	5,502	6.8
	4 to 9 months	14	2.1	7,115	8.7
	12 to 18 months	4	0.6	1,261	1.6
	60 months	1	0.1	15	0.0
	Varies according to type of benefit	12	1.8	515	0.6
	Other	9	1.3	339	0.4
	TOTAL	677	100.0	81,434	100.0

13.3 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	291	26.0
	Cannot determine	2	40.0	850	74.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	178	74.8	16,535	85.5
	3 to 5 days	9	3.8	272	1.4
	6 days	8	3.4	247	1.3
	7 to 11 days	7	2.9	461	2.4
	12 to 13 days	6	2.5	472	2.4
	15 days	3	1.3	149	0.8
	16 to 18 days	1	0.4	4	0.0
	20 to 30 days	2	0.8	106	0.5
	Varies with length of service	2	0.8	79	0.4
	Varies for different groups of employees	1	0.4	26	0.1
	Specified number of days for each illness	1	0.4	3	0.0
	Cash payment plan	1	0.4	16	0.1
	Cannot determine	17	7.1	950	4.9
	Other	2	0.8	15	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	9	32.1	206	2.3
	6 days	6	21.4	209	2.4
	12 to 13 days	1	3.6	334	3.8
	16 to 18 days	1	3.6	19	0.2
	20 to 30 days	1	3.6	8	0.1
	Varies with length of service	6	21.4	6,596	75.1
	Cannot determine	4	14.3	1,406	16.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	14	30.4	518	11.5
	3 to 5 days	1	2.2	30	0.7
	6 days	9	19.6	2,781	61.8
	7 to 11 days	4	8.7	270	6.0
	12 to 13 days	7	15.2	191	4.2
	16 to 18 days	1	2.2	3	0.1
	20 to 30 days	1	2.2	95	2.1
	Cannot determine	9	19.6	615	13.7
	TOTAL	46	100.0	4,503	100.0

13.3 NUMBER OF DAYS PAID SICK LEAVE PER YEAR (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	8	0.7
	12 to 13 days	1	12.5	56	5.1
	15 days	2	25.0	107	9.7
	16 to 18 days	1	12.5	800	72.7
	Varies with length of service	3	37.5	129	11.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	17	5.5	722	3.2
	7 to 11 days	3	1.0	242	1.1
	12 to 13 days	17	5.5	1,067	4.7
	15 days	174	56.5	15,259	67.0
	16 to 18 days	44	14.3	928	4.1
	20 t0 30 days	26	8.4	1,226	5.4
	Varies with length of service	5	1.6	289	1.3
	Cannot determine	20	6.5	2,824	12.4
	Other	2	0.6	191	0.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	1	2.4	13	0.1
	7 to 11 days	3	7.1	31	0.1
	12 to 13 days	5	11.9	78	0.3
	15 days	6	14.3	8,213	35.1
	16 to 18 days	6	14.3	203	0.9
	20 t0 30 days	1	2.4	23	0.1
	Varies with length of service	19	45.2	14,775	63.2
	Other	1	2.4	58	0.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	225	33.2	18,728	23.0
	3 to 5 days	10	1.5	302	0.4
	6 days	23	3.4	3,237	4.0
	7 to 11 days	17	2.5	1,004	1.2
	12 to 13 days	37	5.5	2,198	2.7
	15 days	185	27.3	23,728	29.1
	16 to 18 days	54	8.0	1,957	2.4
	20 to 30 days	31	4.6	1,458	1.8
	Varies with length of service	35	5.2	21,868	26.9
	Varies for different groups of employees	1	0.1	26	0.0
	Specified number of days for each illness	1	0.1	3	0.0
	Cash payment plan	1	0.1	16	0.0
	Cannot determine	52	7.7	6,645	8.2
	Other	5	0.7	264	0.3
	TOTAL	677	100.0	81,434	100.0

13.4 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	212	89.1	17,878	92.5
	4 to 15 days	8	3.4	743	3.8
	20 days	5	2.1	315	1.6
	30 days	2	0.8	19	0.1
	Varies with length of service	2	0.8	135	0.7
	Unlimited accumulation	3	1.3	54	0.3
	Unused sick leave converted to cash at year end	2	0.8	14	0.1
	Unused sick leave converted to paid vacation	4	1.7	177	0.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	53.6	1,866	21.3
	4 to 15 days	1	3.6	18	0.2
	20 days	1	3.6	125	1.4
	30 days	4	14.3	73	0.8
	100 to 200 days	1	3.6	36	0.4
	Varies with length of service	5	17.9	6,560	74.7
	Other	1	3.6	100	1.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	24	52.2	1,224	27.2
	4 to 15 days	2	4.3	34	0.8
	20 days	9	19.6	2,870	63.7
	30 days	3	6.5	104	2.3
	31 to 48 days	2	4.3	32	0.7
	60 to 90 days	5	10.9	209	4.6
	Unused sick leave converted to cash at year end	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	808	73.5
	60 to 90 days	1	12.5	56	5.1
	100 to 200 days	1	12.5	10	0.9
	208 to 261 days	1	12.5	76	6.9
	Varies with length of service	1	12.5	43	3.9
	Unlimited accumulation	2	25.0	107	9.7
	TOTAL	8	100.0	1,100	100.0

13.4 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	83	26.9	8,883	39.0
	4 to 15 days	3	1.0	236	1.0
	18 days	18	5.8	280	1.2
	20 days	2	0.6	113	0.5
	30 days	1	0.3	37	0.2
	31 to 48 days	4	1.3	146	0.6
	60 to 90 days	23	7.5	1,276	5.6
	100 to 200 days	26	8.4	1,075	4.7
	208 to 261 days	1	0.3	35	0.2
	Varies with length of service	3	1.0	54	0.2
	Unlimited accumulation	137	44.5	10,451	45.9
	Unused sick leave converted to paid vacation	4	1.3	144	0.6
	Other	3	1.0	18	0.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	5	11.9	6,568	28.1
	4 to 15 days	1	2.4	6	0.0
	31 to 48 days	1	2.4	2	0.0
	60 to 90 days	5	11.9	79	0.3
	100 to 200 days	7	16.7	116	0.5
	208 to 261 days	4	9.5	1,445	6.2
	Varies with length of service	13	31.0	14,098	60.3
	Unlimited accumulation	4	9.5	922	3.9
	Other	2	4.8	158	0.7
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	348	51.4	38,803	47.6
	4 to 15 days	15	2.2	1,037	1.3
	18 days	18	2.6	280	0.3
	20 days	17	2.5	3,423	4.2
	30 days	10	1.5	233	0.3
	31 to 48 days	7	1.0	180	0.2
	60 to 90 days	34	5.0	1,620	2.0
	100 to 200 days	35	5.2	1,237	1.5
	208 to 261 days	6	0.9	1,556	1.9
	Varies with length of service	24	3.5	20,890	25.7
	Unlimited accumulation	146	21.6	11,534	14.2
	Unused sick leave converted to cash at year end	3	0.4	44	0.1
	Unused sick leave converted to paid vacation	8	1.2	321	0.4
	Other	6	0.9	276	0.3
	TOTAL	677	100.0	81,434	100.0

13.5 REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	236	99.2	19,307	99.9
	Fraction of unused sick leave is paid	2	0.8	28	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION & OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,473	99.3
	All unused sick leave paid	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	297	96.4	22,292	98.0
	All unused sick leave paid	1	0.3	1	0.0
	Fraction of unused sick leave is paid	6	1.9	108	0.5
	Maximum days paid varies with length of service	2	0.6	301	1.3
	Cannot determine	1	0.3	1	0.0
	Other	1	0.3	45	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	33	78.6	15,029	64.2
	Fraction of unused sick leave is paid	8	19.0	7,587	32.4
	Maximum days paid varies with length of service	1	2.4	778	3.3
	TOTAL	42	100.0	23,394	100.0

13.5 REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	654	96.6	72,555	89.1
	All unused sick leave paid	2	0.3	31	0.0
	Fraction of unused sick leave is paid	16	2.4	7,723	9.5
	Maximum days paid varies with length of service	3	0.4	1,079	1.3
	Cannot determine	1	0.1	1	0.0
	Other	1	0.1	45	0.1
	TOTAL	677	100.0	81,434	100.0

13.6 REIMBURSEMENT OF UNUSED SICK LEAVE ON RETIREMENT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	236	99.2	19,296	99.8
	Fraction of unused sick leave is paid	2	0.8	39	0.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,678	98.9
	Fraction of unused sick leave is paid	1	3.6	100	1.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,473	99.3
	All unused sick leave is paid	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	993	90.3
	Fraction of unused sick leave is paid	2	25.0	107	9.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	295	95.8	22,010	96.8
	All unused sick leave is paid	1	0.3	1	0.0
	Fraction of unused sick leave is paid	9	2.9	401	1.8
	Maximum days paid varies with length of service	1	0.3	290	1.3
	Cannot determine	1	0.3	1	0.0
	Other	1	0.3	45	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	31	73.8	14,869	63.6
	Fraction of unused sick leave is paid	10	23.8	7,747	33.1
	Maximum days paid varies with length of service	1	2.4	778	3.3
	TOTAL	42	100.0	23,394	100.0

13.6 REIMBURSEMENT OF UNUSED SICK LEAVE ON RETIREMENT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	647	95.6	71,895	88.3
	All unused sick leave is paid	2	0.3	31	0.0
	Fraction of unused sick leave is paid	24	3.5	8,394	10.3
	Maximum days varies with length of service	2	0.3	1,068	1.3
	Cannot determine	1	0.1	1	0.0
	Other	1	0.1	45	0.1
	TOTAL	677	100.0	81,434	100.0

13.7 REIMBURSEMENT OF UNUSED SICK LEAVE ON DEATH

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	237	99.6	19,322	99.9
	Other	1	0.4	13	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,678	98.9
	Fraction of unused sick leave is paid	1	3.6	100	1.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,473	99.3
	All unused sick leave is paid	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	993	90.3
	Fraction of unused sick leave is paid	2	25.0	107	9.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	296	96.1	22,197	97.6
	All unused sick leave is paid	1	0.3	1	0.0
	Fraction of unused sick leave is paid	8	2.6	214	0.9
	Maximum days paid varies with length of service	1	0.3	290	1.3
	Cannot determine	1	0.3	1	0.0
	Other	1	0.3	45	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	32	76.2	14,987	64.1
	Fraction of unused sick leave is paid	9	21.4	7,629	32.6
	Maximum days paid varies with length of service	1	2.4	778	3.3
	TOTAL	42	100.0	23,394	100.0

13.7 REIMBURSEMENT OF UNUSED SICK LEAVE ON DEATH (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	650	96.0	72,226	88.7
	All unused sick leave is paid	2	0.3	31	0.0
	Fraction of unused sick leave is paid	20	3.0	8,050	9.9
	Maximum days paid varies with length of service	2	0.3	1,068	1.3
	Cannot determine	1	0.1	1	0.0
	Other	2	0.3	58	0.1
	TOTAL	677	100.0	81,434	100.0

13.8 EXTENDED MEDICAL BENEFITS - EMPLOYER'S CONTRIBUTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	209	18.3
	100%	3	60.0	932	81.7
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	165	69.3	12,032	62.2
	50% to 65%	4	1.7	169	0.9
	70% to 90%	1	0.4	35	0.2
	100%	25	10.5	1,364	7.1
	Varies for different groups of employees	2	0.8	520	2.7
	Varies with marital or dependent status	5	2.1	197	1.0
	Percentage of payroll	23	9.7	1,666	8.6
	Flat amount	4	1.7	661	3.4
	Cannot determine	9	3.8	2,691	13.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	16	57.1	7,099	80.9
	50% to 65%	1	3.6	40	0.4
	70% to 90%	1	3.6	19	0.2
	100%	6	21.4	199	2.3
	Cannot determine	3	10.7	185	2.1
	Other	1	3.6	1,236	14.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	41	89.1	3,759	83.5
	100%	3	6.5	265	5.9
	Cannot determine	2	4.4	479	10.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	281	91.2	17,406	76.5
	50% to 65%	1	0.3	375	1.7
	70% to 90%	1	0.3	210	0.9
	100%	4	1.3	151	0.7
	Varies with marital or dependent status	15	4.9	1,491	6.6
	Percentage of payroll	2	0.7	374	1.6
	Cannot determine	4	1.3	2,741	12.0
	TOTAL	308	100.0	22,748	100.0

13.8 EXTENDED MEDICAL BENEFITS - EMPLOYER'S CONTRIBUTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	38	90.5	22,870	97.8
	100%	1	2.4	380	1.6
	Cannot determine	3	7.1	144	0.6
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	552	81.5	64,825	79.6
	50% to 65%	6	0.9	584	0.7
	70% to 90%	3	0.4	264	0.3
	100%	42	6.2	3,291	4.0
	Varies for different groups of employees	2	0.3	520	0.7
	Varies with marital or dependent status	21	3.1	1,773	2.2
	Percentage of payroll	25	3.7	2,040	2.5
	Flat amount	4	0.6	661	0.8
	Cannot determine	21	3.1	6,240	7.7
	Other	1	0.2	1,236	1.5
	TOTAL	677	100.0	81,434	100.0

13.9 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS AND ACCIDENT INDEMNITY PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	80% to 86 2/3%	1	20.0	82	7.2
	100%	4	80.0	1,059	92.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	89	37.4	5,142	26.6
	50%	11	4.6	374	1.9
	60% to 66 2/3%	13	5.5	1,179	6.1
	70% to 75%	6	2.5	474	2.5
	80% to 86 2/3%	5	2.1	1,084	5.6
	90%	2	0.8	114	0.6
	100%	66	27.7	5,005	25.9
	Percentage of payroll	26	10.9	1,931	10.0
	Flat amount	3	1.3	781	4.0
	Cannot determine	17	7.2	3,251	16.8
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	10	35.7	6,972	79.4
	50%	2	7.1	69	0.8
	70% to 75%	2	7.1	1,255	14.3
	100%	10	35.7	324	3.7
	Cannot determine	4	14.3	158	1.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	22	47.8	1,028	22.8
	50%	2	4.3	91	2.0
	60% to 66 2/3%	1	2.2	21	0.5
	100%	12	26.1	974	21.6
	Cannot determine	9	19.6	2,389	53.1
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	60.0	1,082	98.4
	70% to 75%	1	20.0	8	0.7
	100%	1	20.0	10	0.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	270	87.7	18,988	83.5
	50%	5	1.6	120	0.5
	100%	9	2.9	381	1.7
	Percentage of payroll	15	4.9	37	0.2
	Flat amount	1	0.3	210	0.9
	Cannot determine	8	2.6	3,012	13.2
	TOTAL	308	100.0	22,748	100.0

13.9 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS AND ACCIDENT INDEMNITY PLAN (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	37	88.1	23,192	99.1
	50%	1	2.4	45	0.2
	70% to 75%	1	2.4	13	0.1
	Cannot determine	3	7.1	144	0.6
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	434	64.1	56,404	69.3
	50%	21	3.1	699	0.9
	60% to 66 2/3%	14	2.1	1,200	1.5
	70% to 75%	10	1.5	1,750	2.1
	80% to 86 2/3%	6	0.9	1,166	1.4
	90%	2	0.3	114	0.1
	100%	104	15.4	8,188	10.1
	Percentage of payroll	41	6.0	1,968	2.4
	Flat amount	4	0.6	991	1.2
	Cannot determine	41	6.0	8,954	11.0
	TOTAL	677	100.0	81,434	100.0

13.10 MAXIMUM AMOUNT OF WEEKLY SICKNESS AND ACCIDENT BENEFIT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	$200 to $250 per week	3	60.0	859	75.3
	Percentage of wages	2	40.0	282	24.7
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	106	44.5	6,620	34.2
	$95 per week	23	9.7	1,666	8.6
	$120 to $140 per week	3	1.3	208	1.1
	$150 to $180 per week	10	4.2	918	4.8
	$185 to $193 per week	10	4.2	936	4.8
	$200 to $250 per week	21	8.8	1,557	8.1
	$275 to $350 per week	4	1.7	686	3.6
	Percentage of wages	37	15.5	4,463	23.1
	Varies according to earnings	3	1.3	161	0.8
	Varies with length of service	3	1.3	666	3.4
	Cannot determine	13	5.4	753	3.9
	Other	5	2.1	701	3.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	12	42.9	6,997	79.7
	$150 to $180 per week	3	10.7	99	1.1
	$185 to $193 per week	2	7.1	137	1.6
	$200 to $250 per week	1	3.6	43	0.5
	Percentage of wages	6	21.4	113	1.3
	Varies according to earnings	1	3.6	1,236	14.1
	Cannot determine	3	10.7	153	1.7
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	28	60.9	1,229	27.3
	$185 to $193 per week	1	2.2	50	1.1
	$200 to $250 per week	1	2.2	25	0.6
	Percentage of wages	10	21.7	2,540	56.4
	Varies according to earnings	1	2.2	25	0.6
	Cannot determine	5	10.8	634	14.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,090	99.1
	Cannot determine	1	12.5	10	0.9
	TOTAL	8	100.0	1,100	100.0

13.10 MAXIMUM AMOUNT OF WEEKLY SICKNESS AND ACCIDENT BENEFIT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	276	89.6	21,820	95.9
	$75 per week	1	0.3	100	0.4
	$120 to $140 per week	1	0.3	58	0.3
	Percentage of wages	5	1.7	253	1.1
	Varies according to earnings	1	0.3	34	0.2
	Cannot determine	24	7.8	483	2.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	37	88.1	23,179	99.1
	$150 to $180 per week	1	2.4	13	0.1
	$200 to $250 per week	3	7.1	144	0.6
	Cannot determine	1	2.4	58	0.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	466	68.8	60,935	74.8
	$75 per week	1	0.2	100	0.1
	$95 per week	23	3.4	1,666	2.0
	$120 to $140 per week	4	0.6	266	0.3
	$150 to $180 per week	14	2.1	1,030	1.3
	$185 to $193 per week	13	1.9	1,123	1.4
	$200 to $250 per week	29	4.3	2,628	3.2
	$275 to $350 per week	6	0.9	1,121	1.4
	Percentage of wages	60	8.9	7,651	9.4
	Varies according to earnings	6	0.9	1,456	1.8
	Varies with length of service	3	0.4	666	0.8
	Cannot determine	47	6.9	2,091	2.6
	Other	5	0.7	701	0.9
	TOTAL	677	100.0	81,434	100.0

13.11 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	15 to 20 weeks	1	20.0	9	0.8
	26 weeks	1	20.0	200	17.5
	52 weeks	2	40.0	850	74.5
	Cannot determine	1	20.0	82	7.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	120	50.4	7,407	38.3
	13 weeks	23	9.7	1,666	8.6
	15 to 20 weeks	10	4.2	712	3.7
	26 weeks	51	21.4	5,840	30.2
	39 weeks	3	1.3	210	1.1
	52 weeks	9	3.8	1,644	8.5
	104 weeks	1	0.4	60	0.3
	Varies with length of service	4	1.7	988	5.2
	Cannot determine	15	6.3	782	4.0
	Other	2	0.8	16	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	13	46.4	7,005	79.8
	15 to 20 weeks	5	17.9	102	1.2
	26 weeks	6	21.4	282	3.2
	Cannot determine	4	14.3	1,389	15.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	31	67.4	1,342	29.8
	15 to 20 weeks	1	2.2	9	0.2
	26 weeks	7	15.2	2,370	52.6
	52 weeks	2	4.3	35	0.8
	Cannot determine	5	10.9	747	16.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	1,082	98.4
	26 weeks	1	12.5	8	0.7
	Cannot determine	1	12.5	10	0.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	278	90.3	22,004	96.7
	15 to 20 weeks	1	0.3	23	0.1
	26 weeks	3	1.0	80	0.4
	52 weeks	2	0.6	158	0.7
	Cannot determine	24	7.8	483	2.1
	TOTAL	308	100.0	22,748	100.0

13.11 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	37	88.1	23,179	99.1
	15 to 20 weeks	1	2.4	13	0.1
	52 weeks	3	7.1	144	0.6
	Cannot determine	1	2.4	58	0.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	485	71.6	62,019	76.2
	13 weeks	23	3.4	1,666	2.0
	15 to 20 weeks	19	2.8	868	1.1
	26 weeks	69	10 2	8,780	10.8
	39 weeks	3	0.4	210	0.2
	52 weeks	20	3.0	3,266	4.0
	104 weeks	1	0.2	60	0.1
	Varies with length of service	4	0.6	998	1.2
	Cannot determine	51	7.5	3,551	4.4
	Other	2	0.3	16	0.0
	TOTAL	677	100.0	81,434	100.0

13.12 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	100%	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	166	69.7	12,633	65.3
	50%	5	2.1	152	0.8
	60% to 65%	5	2.1	505	2.6
	70% to 75%	3	1.3	197	1.0
	80% to 90%	4	1.7	187	1.0
	100%	45	18.9	4,389	22.7
	Percentage of payroll	1	0.4	67	0.4
	Flat amount	3	1.3	158	0.8
	Cannot determine	6	2.5	1,047	5.4
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	53.6	8,270	94.2
	50%	3	10.7	165	1.9
	100%	6	21.4	160	1.8
	Percentage of payroll	1	3.6	40	0.5
	Cannot determine	3	10.7	143	1.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	40	87.0	4,206	93.4
	100%	6	13.0	297	6.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	995	90.5
	100%	1	12.5	10	0.9
	Cannot determine	1	12.5	95	8.6
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	297	96.5	19,570	86.0
	50%	2	0.6	30	0.1
	80% to 90%	3	1.0	152	0.7
	100%	2	0.6	61	0.3
	Varies for different groups	1	0.3	210	0.9
	Cannot determine	3	1.0	2,725	12.0
	TOTAL	308	100.0	22,748	100.0

13.12 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT PLAN (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	31	73.8	15,416	65.9
	50%	3	7.1	68	0.3
	100%	2	4.8	393	1.7
	Cannot determine	6	14.3	7,517	32.1
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	556	82.1	61,175	75.1
	50%	13	1.9	415	0.5
	60% to 65%	5	0.8	505	0.6
	70% to 75%	3	0.4	197	0.2
	80% to 90%	7	1.0	339	0.4
	100%	68	10.1	6,801	8.4
	Varies for different groups	1	0.2	210	0.3
	Percentage of payroll	2	0.3	107	0.1
	Flat amount	3	0.4	158	0.2
	Cannot determine	19	2.8	11,527	14.2
	TOTAL	677	100.0	81,434	100.0

13.13 AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT PLAN BENEFITS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	$10,000	2	40.0	850	74.5
	$23,000 to $25,000	1	20.0	9	0.8
	Cannot determine	1	20.0	82	7.2
	Other	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	169	71.0	12,296	63.6
	$3,500 to $5,000	3	1.3	266	1.4
	$7,000 to $9,000	10	4.2	681	3.5
	$10,000	10	4.2	714	3.7
	$11,000 to $14,000	15	6.3	1,933	10.0
	$15,000	6	2.5	1,596	8.3
	$17,000 to $20,000	7	3.0	562	2.9
	$23,000 to $25,000	4	1.7	311	1.6
	$35,000 to $50,000	1	0.4	120	0.6
	Varies with earnings	5	2.1	408	2.1
	Varies with marital or dependent status	1	0.4	85	0.4
	Varies with length of service	1	0.4	30	0.2
	Cannot determine	6	2.5	333	1.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	17	60.8	8,316	94.7
	$7,000 to $9,000	1	3.6	22	0.3
	$10,000	2	7.1	79	0.9
	$11,000 to $14,000	2	7.1	165	1.9
	$15,000	4	14.3	78	0.9
	Varies with earnings	2	7.1	118	1.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	39	84.7	4,181	92.8
	$3,500 to $5,000	1	2.2	10	0.2
	$11,000 to $14,000	1	2.2	25	0.6
	$23,000 to $25,000	1	2.2	120	2.7
	Varies with earnings	2	4.3	34	0.7
	Cannot determine	1	2.2	108	2.4
	Other	1	2.2	25	0.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,090	95.5
	Cannot determine	1	12.5	10	4.5
	TOTAL	8	100.0	1,100	100.0

13.13 AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT PLAN BENEFITS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	301	97.8	22,296	98.0
	$7,000 to $9,000	1	0.3	210	0.9
	$15,000	1	0.3	60	0.3
	Varies with earnings	1	0.3	24	0.1
	Cannot determine	4	1.3	158	0.7
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	34	81.0	21,631	92.4
	$23,000 to $25,000	3	7.1	141	0.6
	$35,000 to $50,000	1	2.4	16	0.1
	Cannot determine	4	9.5	1,606	6.9
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	568	83.9	69,895	85.8
	$3,500 to $5,000	4	0.6	276	0.4
	$7,000 to $9,000	12	1.8	913	1.1
	$10,000	14	2.1	1,643	2.0
	$11,000 to $14,000	18	2.7	2,123	2.6
	$15,000	11	1.6	1,734	2.1
	$17,000 to $20,000	7	1.1	562	0.7
	$23,000 to $25,000	9	1.3	581	0.7
	$35,000 to $50,000	2	0.3	136	0.2
	Varies with earnings	11	1.6	934	1.2
	Varies with marital or dependent status	1	0.1	85	0.1
	Varies with length of service	1	0.1	30	0.0
	Cannot determine	17	2.5	2,297	2.8
	Other	2	0.3	225	0.3
	TOTAL	677	100.0	81,434	100.0

13.14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	100%	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	99	41.6	5,762	29.8
	50%	9	3.8	269	1.4
	60% to 90%	20	8.4	1,560	8.1
	100%	64	26.9	6,184	32.0
	Percentage of payroll	24	10.1	1,733	8.9
	Flat amount	2	0.8	129	0.7
	Cannot determine	19	8.0	3,686	19.1
	Other	1	0.4	12	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	10	35.7	4,815	54.8
	50%	4	14.3	1,401	16.0
	100%	8	28.6	214	2.4
	Percentage of payroll	1	3.6	40	0.5
	Cannot determine	5	17.8	2,308	26.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	20	43.5	906	20.1
	50%	3	6.5	111	2.5
	60% to 90%	1	2.2	55	1.2
	100%	17	36.9	3,229	71.7
	Cannot determine	5	10.9	202	4.5
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	995	90.5
	100%	1	12.5	10	0.9
	Cannot determine	1	12.5	95	8.6
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	218	70.8	14,407	63.3
	50%	4	1.3	166	0.7
	60% to 90%	1	0.3	175	0.8
	100%	17	5.5	968	4.2
	Varies for different groups	1	0.3	210	0.9
	Percentage of payroll	15	4.9	37	0.2
	Flat amount	3	1.0	152	0.7
	Cannot determine	49	15.9	6,633	29.2
	TOTAL	308	100.0	22,748	100.0

13.14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	21	50.0	6,440	27.6
	50%	7	16.7	475	2.0
	100%	3	7.1	451	1.9
	Cannot determine	11	26.2	16,028	68.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	374	55.2	33,325	40.9
	50%	27	4.0	2,422	3.0
	60% to 90%	22	3.2	1,790	2.2
	100%	116	17.1	12,547	15.4
	Varies for different groups	1	0.2	210	0.3
	Percentage of payroll	40	5.9	1,810	2.2
	Flat amount	6	0.9	366	0.4
	Cannot determine	90	13.3	28,952	35.6
	Other	1	0.2	12	0.0
	TOTAL	677	100.0	81,434	100.0

13.15 AMOUNT OF LIFE INSURANCE BENEFIT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	$15,000	1	20.0	200	17.5
	$23,000 to $25,000	3	60.0	859	75.3
	Cannot determine	1	20.0	82	7.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	115	48.4	6,592	34.1
	$1,000 to $5,000	6	2.5	415	2.1
	$7,000 to $9,000	11	4.6	693	3.6
	$10,000	13	5.5	2,194	11.3
	$11,000 to $14,000	16	6.7	2,063	10.7
	$15,000	6	2.5	1,596	8.3
	$16,000 to $20,000	11	4.6	914	4.7
	$23,000 to $25,000	6	2.5	411	2.1
	Varies with earnings	11	4.6	952	4.9
	Varies with marital or dependent status	26	10.9	2,142	11.1
	Varies with length of service	3	1.3	226	1.2
	Cannot determine	13	5.5	1,125	5.8
	Other	1	0.4	12	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	14	50.0	7,026	80.0
	$7,000 to $9,000	1	3.6	22	0.3
	$10,000	3	10.7	99	1.1
	$11,000 to $14,000	2	7.1	165	1.9
	$15,000	4	14.3	78	0.9
	$16,000 to $20,000	1	3.6	34	0.4
	Varies with earnings	2	7.1	118	1.3
	Cannot determine	1	3.6	1,236	14.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	30	65.2	1,320	29.3
	$10,000	2	4.3	140	3.1
	$23,000 to $25,000	1	2.2	120	2.7
	Varies with earnings	3	6.5	44	1.0
	Cannot determine	9	19.6	2,854	63.4
	Other	1	2.2	25	0.5
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,090	99.1
	Cannot determine	1	12.5	10	0.9
	TOTAL	8	100.0	1,100	100.0

13.15 AMOUNT OF LIFE INSURANCE BENEFIT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	262	85.1	20,890	91.8
	$1,000 to $5,000	7	2.3	385	1.7
	$7,000 to $9,000	1	0.3	210	0.9
	$10,000	2	0.6	132	0.6
	$15,000	3	1.0	140	0.6
	$30,000 to $40,000	3	1.0	130	0.6
	Varies with earnings	1	0.3	24	0.1
	Varies with marital or dependent status	1	0.3	55	0.2
	Cannot determine	27	8.8	612	2.7
	Other	1	0.3	170	0.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	32	76.2	22,569	96.5
	$23,000 to $25,000	3	7.1	141	0.6
	$30,000 to $40,000	1	2.4	16	0.1
	Cannot determine	6	14.3	668	2.8
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	460	67.9	59,487	73.0
	$1,000 to $5,000	13	1.9	800	1.0
	$7,000 to $9,000	13	1.9	925	1.1
	$10,000	20	2.9	2,565	3.1
	$11,000 to $14,000	18	2.7	2,228	2.7
	$15,000	14	2.1	2,014	2.5
	$16,000 to $20,000	12	1.8	948	1.2
	$23,000 to $25,000	14	2.1	1,616	2.0
	$30,000 to $40,000	4	0.6	146	0.2
	Varies with earnings	18	2.7	1,488	1.8
	Varies with marital or dependent status	27	4.0	2,197	2.7
	Varies with length of service	3	0.4	226	0.3
	Cannot determine	58	8.6	6,587	8.1
	Other	3	0.4	207	0.3
	TOTAL	677	100.0	81,434	100.0

13.16 PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	82	7.2
	100%	3	60.0	1,050	92.0
	Cannot determine	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	122	51.3	7,938	41.1
	50%	1	0.4	65	0.3
	100%	12	5.0	1,573	8.1
	Varies for different groups of employees	1	0.4	5	0.0
	Percentage of payroll	23	9.7	1,865	9.6
	Flat amount	18	7.6	777	4.0
	Cannot determine	58	24.4	6,740	34.9
	Other	3	1.3	372	1.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	67.9	5,032	57.3
	50%	1	3.6	100	1.1
	100%	1	3.6	125	1.4
	Percentage of payroll	2	7.1	30	0.3
	Cannot determine	5	17.9	3,491	39.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	17	37.0	697	15.5
	50%	2	4.3	28	0.6
	100%	1	2.2	120	2.7
	Varies for different groups of employees	1	2.2	13	0.3
	Flat amount	9	19.6	2,745	61.0
	Cannot determine	16	34.8	900	20.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	987	89.7
	50%	1	12.5	10	0.9
	Cannot determine	2	25.0	103	9.4
	TOTAL	8	100.0	1,100	100.0

13.16 PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	136	44.2	6,964	30.6
	50%	10	3.2	119	0.5
	100%	2	0.6	15	0.1
	Percentage of payroll	26	8.4	229	1.0
	Cannot determine	133	43.2	15,371	67.6
	Other	1	0.3	50	0.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	16	38.1	4,816	20.6
	50%	6	14.3	259	1.1
	90%	1	2.4	13	0.1
	Percentage of payroll	1	2.4	20	0.1
	Cannot determine	18	42.9	18,286	78.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	317	46.8	26,601	32.7
	50%	21	3.1	581	0.7
	90%	1	0.1	13	0.0
	100%	19	2.8	2,883	3.5
	Varies for different groups of employees	2	0.3	18	0.0
	Percentage of payroll	53	7.8	2,494	3.1
	Flat amount	27	4.0	3,522	4.3
	Cannot determine	233	34.4	44,900	55.1
	Other	4	0.6	422	0.5
	TOTAL	677	100.0	81,434	100.0

13.17 SPECIFIC RETIREMENT AGE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	187	78.6	14,033	72.6
	Specific retirement age	49	20.6	5,172	26.7
	Other	2	0.8	130	0.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	26	92.9	7,303	83.2
	Specific retirement age	2	7.1	1,475	16.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,092	99.3
	Specific retirement age	1	12.5	8	0.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	287	93.2	18,311	80.5
	Specific retirement age	19	6.2	2,911	12.8
	Other	2	0.6	1,526	6.7
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	38	90.5	23,245	99.4
	Specific retirement age	3	7.1	31	0.1
	Other	1	2.4	118	0.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	598	88.4	70,063	86.0
	Specific retirement age	74	10.9	9,597	11.8
	Other	5	0.7	1,774	2.2
	TOTAL	677	100.0	81,434	100.0

13.18 SPECIFIED RETIREMENT AGE/YEARS OF SERVICE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	191	80.4	14,163	73.2
	Age 61	1	0.4	20	0.1
	Age 65	16	6.7	3,112	16.1
	Combination of age and years of service	2	0.8	94	0.5
	Cannot determine	1	0.4	40	0.2
	Other	27	11.3	1,906	9.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	26	92.8	7,303	83.2
	Age 65	1	3.6	125	1.4
	Cannot determine	1	3.6	1,350	15.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	288	93.6	18,363	80.7
	Age 65	18	5.8	2,859	12.6
	Cannot determine	1	0.3	26	0.1
	Other	1	0.3	1,500	6.6
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	39	92.8	23,251	99.4
	Age 65	2	4.8	25	0.1
	Cannot determine	1	2.4	118	0.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	605	89.4	70,259	86.3
	Age 61	1	0.1	20	0.0
	Age 65	37	5.5	6,121	7.5
	Combination of age and years of service	2	0.3	94	0.1
	Cannot determine	4	0.6	1,534	1.9
	Other	28	4.1	3,406	4.2
	TOTAL	677	100.0	81,434	100.0

13.19 STATUS OF RETIREMENT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	194	81.6	14,884	76.9
	Voluntary	2	0.8	110	0.6
	Compulsory	1	0.4	38	0.2
	Compulsory but extensions may be granted	2	0.8	1,325	6.9
	Cannot determine	39	16.4	2,978	15.4
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	26	92.8	7,303	83.2
	Compulsory	1	3.6	125	1.4
	Compulsory but extensions may be granted	1	3.6	1,350	15.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	289	93.9	19,493	85.8
	Voluntary	2	0.6	374	1.6
	Compulsory	2	0.6	63	0.3
	Compulsory but extensions may be granted	9	3.0	598	2.6
	Cannot determine	5	1.6	2,194	9.6
	Other	1	0.3	26	0.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	40	95.2	23,369	99.9
	Compulsory but extensions may be granted	2	4.8	25	0.1
	TOTAL	42	100.0	23,394	100.0

13.19 STATUS OF RETIREMENT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	610	90.1	72,228	88.7
	Voluntary	4	0.6	484	0.6
	Compulsory	4	0.6	226	0.3
	Compulsory but extensions may be granted	14	2.1	3,298	4.0
	Cannot determine	44	6.5	5,172	6.4
	Other	1	0.1	26	0.0
	TOTAL	677	100.0	81,434	100.0

13.20 RETIREMENT AGE LINKED TO ABILITY TO PERFORM JOB

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	237	99.6	18,160	93.9
	Other	1	0.4	1,175	6.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	7,428	84.6
	Transfer to a less physically demanding job	1	3.6	1,350	15.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	298	96.8	21,524	94.7
	Retirement	1	0.3	99	0.4
	Transfer to a less physically demanding job	3	1.0	419	1.8
	Choice of retirement or transfer	2	0.6	51	0.2
	Cannot determine	1	0.3	45	0.2
	Other	3	1.0	610	2.7
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	41	97.6	23,385	100.0
	Choice of retirement or transfer	1	2.4	9	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	664	98.2	77,676	95.5
	Retirement	1	0.1	99	0.1
	Transfer to a less physically demanding job	4	0.6	1,769	2.2
	Choice of retirement or transfer	3	0.4	60	0.0
	Cannot determine	1	0.1	45	0.0
	Other	4	0.6	1,785	2.2
	TOTAL	677	100.0	81,434	100.0

13.21 ADMINISTRATION OF PENSION FUNDS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	221	92.9	17,773	91.9
	Union and management	9	3.8	876	4.5
	Union only	1	0.4	190	1.0
	Trustee or insurance company	7	2.9	496	2.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.5	3,998	88.8
	Trustee or insurance company	3	6.5	505	11.2
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	307	99.7	22,658	99.6
	Union and management	1	0.3	90	0.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	655	96.7	78,927	96.9
	Union and management	10	1.5	966	1.2
	Union only	2	0.3	540	0.7
	Trustee or insurance company	10	1.5	1,001	1.2
	TOTAL	677	100.0	81,434	100.0

13.22 INDEXATION OF PRIVATE PENSION PLANS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	941	82.5
	Provision to index at fixed percentage	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	237	99.6	19,208	99.3
	Exists but no details given	1	0.4	127	0.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,383	97.3
	Other	1	2.2	120	2.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	308	100.0	22,748	100.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	40	95.2	22,171	97.5
	Provision to index at percentage of cost of living	2	4.8	1,223	2.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	672	99.4	79,764	98.0
	Provision to index at percentage of cost of living	2	0.3	1,223	1.5
	Provision to index at fixed percentage	1	0.1	200	0.2
	Exists but no details given	1	0.1	127	0.2
	Other	1	0.1	120	0.1
	TOTAL	677	100.0	81,434	100.0

13.23 EARLY RETIREMENT BENEFIT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	223	93.7	17,927	92.7
	Unreduced basic benefit	4	1.7	248	1.3
	Reduced basic benefit	6	2.5	711	3.7
	Special monthly pension payment	3	1.3	220	1.1
	Other	2	0.8	229	1.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,493	99.8
	Unreduced basic benefit	1	2.2	10	0.2
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	302	98.1	22,628	99.6
	Reduced basic benefit	1	0.3	19	0.0
	Special monthly pension payment	1	0.3	6	0.0
	Exists but no details given	3	1.0	78	0.4
	Other	1	0.3	17	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	40	95.2	23,266	99.5
	Reduced basic benefit	2	4.8	128	0.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	653	96.6	79,768	97.9
	Unreduced basic benefit	5	0.7	258	0.3
	Reduced basic benefit	9	1.3	858	1.1
	Special monthly pension payment	4	0.6	226	0.3
	Exists but no details given	3	0.4	78	0.1
	Other	3	0.4	246	0.3
	TOTAL	677	100.0	81,434	100.0

13.24 WORKERS' COMPENSATION PAY SUPPLEMENTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	228	95.9	18,357	95.0
	Full difference between regular and compensation payment	6	2.5	819	4.3
	Part of difference between regular and compensation payment	1	0.4	11	0.0
	Part of difference deducted from unused sick leave	1	0.4	15	0.0
	Other	2	0.8	133	0.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.2	5,792	66.0
	Full difference between regular and compensation payment	1	3.6	36	0.4
	Part of difference between regular and compensation payment	1	3.6	800	9.1
	Part of difference deducted from unused sick leave	1	3.6	2,150	24.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,460	99.0
	Full difference between regular and compensation payment	1	2.2	43	1.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	64	0.6
	Full difference deducted from unused sick leave	6	75.0	1,036	99.4
	TOTAL	8	100.0	1,100	100.0

13.24 WORKERS' COMPENSATION PAY SUPPLEMENTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	117	38.0	6,125	26.9
	Full difference between regular and compensation payment	5	1.6	231	1.0
	Part of difference between regular and compensation payment	23	7.5	2,957	13.0
	Full difference deducted from unused sick leave	163	52.9	13,435	59.1
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	14	33.3	2,928	12.5
	Full difference between regular and compensation payment	13	31.0	7,009	30.0
	Full difference deducted from unused sick leave	15	35.7	13,457	57.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	438	64.7	39,302	48.2
	Full difference between regular and compensation payment	26	3.8	8,138	10.0
	Part of difference between regular and compensation payment	25	3.7	3,768	4.6
	Full difference deducted from unused sick leave	184	27.2	27,928	34.3
	Part of difference deducted from unused sick leave	2	0.3	2,165	2.7
	Other	2	0.3	133	0.2
	TOTAL	677	100.0	81,434	100.0

13.25 MAXIMUM PERIOD OF WORKERS' COMPENSATION PAY SUPPLEMENTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	232	97.5	19,055	98.7
	2 to 6 months	2	0.8	86	0.4
	8 to 9 months	3	1.3	182	0.9
	12 months	1	0.4	12	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.3	5,792	66.0
	Cannot determine	1	3.6	36	0.4
	Other	2	7.1	2,950	33.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,460	99.0
	Cannot determine	1	2.2	43	1.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	64	5.8
	Supplemented until sick leave exhausted	6	75.0	1,036	94.2
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	118	38.3	6,137	27.0
	2 to 6 months	4	1.3	314	1.4
	Supplemented until sick leave exhausted	164	53.3	13,490	59.3
	Cannot determine	5	1.6	340	1.5
	Other	17	5.5	2,467	10.8
	TOTAL	308	100.0	22,748	100.0

13.25 MAXIMUM PERIOD OF WORKERS' COMPENSATION PAY SUPPLEMENTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	14	33.3	3,295	14.1
	2 to 6 months	7	16.7	356	1.5
	8 to 9 months	1	2.4	40	0.2
	Supplemented until sick leave exhausted	15	35.7	18,813	80.4
	Cannot determine	4	9.5	867	3.7
	Other	1	2.4	23	0.1
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	443	65.5	40,379	49.6
	2 to 6 months	13	1.9	756	0.9
	8 to 9 months	4	0.6	222	0.3
	12 months	1	0.1	12	0.0
	Supplemented until sick leave exhausted	185	27.3	33,339	40.9
	Cannot determine	11	1.6	1,286	1.6
	Other	20	3.0	5,440	6.7
	TOTAL	677	100.0	81,434	100.0

13.26 DENTAL PLAN - EMPLOYER CONTRIBUTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	100%	3	60.0	932	81.7
	More than 50%, but less than 66 2/3%	1	20.0	200	17.5
	Plan mentioned, but no details	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	140	58.8	10,239	53.0
	100%	38	16.0	3,948	20.4
	75% or more, but less than 100%	17	7.1	844	4.4
	66 2/3% or more, but less than 75%	3	1.3	140	0.7
	More than 50%, but less than 66 2/3%	1	0.4	23	0.1
	50%	15	6.3	1,969	10.2
	Flat amount	8	3.4	218	1.1
	Plan mentioned, but no details	11	4.6	983	5.1
	Other	5	2.1	971	5.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	10	35.7	1,831	20.9
	100%	9	32.1	1,493	17.0
	75% or more, but less than 100%	1	3.6	43	0.5
	50%	2	7.1	51	0.6
	Plan mentioned, but no details	5	17.9	5,320	60.5
	Other	1	3.6	40	0.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	16	34.8	902	20.0
	100%	8	17.4	395	8.8
	75% or more, but less than 100%	2	4.3	80	1.8
	66 2/3% or more, but less than 75%	1	2.2	9	0.2
	Flat amount	15	32.6	2,962	65.8
	Plan mentioned, but no details	3	6.5	137	3.0
	Other	1	2.2	18	0.4
	TOTAL	46	100.0	4,503	100.0

13.26 DENTAL PLAN - EMPLOYER CONTRIBUTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	100%	2	25.0	876	79.6
	Plan mentioned, but no details	1	12.5	43	3.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	117	38.0	7,422	32.6
	100%	15	4.9	1,217	5.3
	75% or more, but less than 100%	2	0.6	265	1.2
	More than 50%, but less than 66 2/3%	1	0.3	53	0.2
	50%	155	50.4	9,587	42.2
	Flat amount	10	3.2	3,795	16.7
	Plan mentioned, but no details	8	2.6	409	1.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	19	45.2	2,388	10.2
	100%	4	9.5	1,293	5.5
	50%	2	4.8	36	0.2
	Plan mentioned, but no details	17	40.5	19,677	84.1
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	307	45.4	22,963	28.2
	100%	81	12.0	10,589	13.0
	75% or more, but less than 100%	22	3.2	1,232	1.5
	66 2/3% or more, but less than 75%	4	0.6	149	0.2
	More than 50%, but less than 66 2/3%	3	0.4	276	0.3
	50%	174	25.7	11,643	14.3
	Flat amount	33	4.9	6,975	8.6
	Plan mentioned, but no details	46	6.8	26,578	32.6
	Other	7	1.0	1,029	1.3
	TOTAL	677	100.0	81,434	100.0

13.27 OPTICAL CARE PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	291	25.5
	Provision exists	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	177	74.4	12,000	62.1
	Provision exists	61	25.6	7,335	37.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.3	8,583	97.8
	Provision exists	3	10.7	195	2.2
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	42	91.3	4,346	96.5
	Provision exists	4	8.7	157	3.5
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,088	98.9
	Provision exists	1	12.5	12	1.1
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	305	99.0	22,655	99.6
	Provision exists	3	1.0	93	0.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	37	88.1	23,179	99.1
	Provision exists	5	11.9	215	0.9
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	597	88.2	72,227	88.7
	Provision exists	80	11.8	9,207	11.3
	TOTAL	677	100.0	81,434	100.0

13.28 PSYCHIATRIC CARE PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	291	25.5
	Provision exists	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	237	99.6	19,306	99.9
	Provision exists	1	0.4	29	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,493	99.8
	Provision exists	1	2.2	10	0.2
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	305	99.0	20,739	91.2
	Provision exists	3	1.0	2,009	8.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	41	97.6	23,014	98.4
	Provision exists	1	2.4	380	1.6
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	669	98.8	78,156	96.0
	Provision exists	8	1.2	3,278	4.0
	TOTAL	677	100.0	81,434	100.0

SECTION 14

TRAVEL ALLOWANCES

NOTES TO SECTION 14

Table 14.1 Travel Allowance or Transportation on Company Business

This table refers to provision for payment to employees for the time spent in travelling between the entrance to the employer's property and the work area, or between the employer's headquarters and the location where the employees are to work. These payments are sometimes called portal-to-portal pay.

Table 14.4 Travel Allowance or Transportation for Night Shift Employees

Regulation E110-R1 under The Employment Standards Act requires employers to provide female employees with transportation to or from their residences when the work period of a female employee begins or ends between midnight and 6 A.M.

Table 14.5 Travel Allowances or Transportation on Other Special Circumstances

An example of a special circumstance is in the cases of illness or injury.

14.1 TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	941	82.5
	Provision exists	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	201	84.5	17,121	88.5
	Provision exists	37	15.5	2,214	11.5
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	71.4	608	6.9
	Provision exists	8	28.6	8,170	93.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	33	71.7	1,646	36.6
	Provision exists	13	28.3	2,857	63.4
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.2
	Provision exists	2	25.0	119	10.8
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	229	74.4	15,367	67.6
	Provision exists	79	25.6	7,381	32.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	24	57.1	16,156	69.1
	Provision exists	18	42.9	7,238	30.9
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	517	76.4	52,820	64.9
	Provision exists	160	23.6	28,614	35.1
	TOTAL	677	100.0	81,434	100.0

14.2 TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	209	18.3
	Provision exists	3	60.0	932	81.7
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	233	97.9	19,210	99.4
	Provision exists	5	2.1	125	0.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.3	6,294	71.7
	Provision exists	3	10.7	2,484	28.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	933	90.3
	Provision exists	2	25.0	107	9.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	190	61.7	10,829	47.6
	Provision exists	118	38.3	11,919	52.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	34	81.0	18,547	79.3
	Provision exists	8	19.0	4,847	20.7
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	538	79.5	61,020	74.9
	Provision exists	139	20.5	20,414	25.1
	TOTAL	677	100.0	81,434	100.0

14.3 TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	236	99.2	19,070	98.6
	Provision exists	2	0.8	265	1.4
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,756	99.7
	Provision exists	1	3.6	22	0.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	297	96.4	21,449	94.3
	Provision exists	11	3.6	1,299	5.7
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	663	97.9	79,848	98.1
	Provision exists	14	2.1	1,586	1.9
	TOTAL	677	100.0	81,434	100.0

14.4 TRAVEL ALLOWANCE OR TRANSPORTATION FOR NIGHT SHIFT EMPLOYEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	236	99.2	19,305	99.8
	Any night shift employee	2	0.8	30	0.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,203	93.4
	Any night shift employee	1	3.6	575	6.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	246	79.8	12,576	55.3
	Women only	19	6.2	1,750	7.7
	Any night shift employee	43	14.0	8,422	37.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	612	90.4	70,657	86.8
	Women only	19	2.8	1,750	2.1
	Any night shift employee	46	6.8	9,027	11.1
	TOTAL	677	100.0	81,434	100.0

14.5 TRAVEL ALLOWANCE OR TRANSPORTATION ON OTHER SPECIAL CIRCUMSTANCES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	229	96.2	16,823	87.0
	Provision exists	9	3.8	2,512	13.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.3	8,732	99.5
	Provision exists	3	10.7	46	0.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	300	97.4	21,068	92.6
	Provision exists	8	2.6	1,680	7.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	41	97.6	23,276	99.5
	Provision exists	1	2.4	118	0.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	656	96.9	77,078	94.7
	Provision exists	21	3.1	4,356	5.3
	TOTAL	677	100.0	81,434	100.0

14.6 MEAL ALLOWANCE WHILE IN TRAVEL STATUS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	941	82.5
	Provision exists	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	218	91.6	18,677	96.6
	Provision exists	20	8.4	658	3.4
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	71.4	1,762	20.1
	Provision exists	8	28.6	7,016	79.9
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	44	95.7	4,466	94.2
	Provision exists	2	4.3	37	0.8
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	286	92.9	19,649	86.4
	Provision exists	22	7.1	3,099	13.6
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	38	90.5	22,922	98.0
	Provision exists	4	9.5	472	2.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	619	91.4	69,602	85.5
	Provision exists	58	8.6	11,832	14.5
	TOTAL	677	100.0	81,434	100.0

SECTION 15

OTHER ALLOWANCES

NOTES TO SECTION 15

Table 15.2 Paid Wash-up Time

This table refers to both personal and machine or work area clean up.

Personal wash-up time includes wash-up, clean-up or changing of clothes.

Table 15.4 Supply of Work Clothing or Uniforms

This table does not apply to safety clothing or equipment. See Table 15.6.

15.1 REST PERIOD

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	67	28.2	4,802	24.8
	1 period, 10 minutes	1	0.4	40	0.2
	2 periods, total of 20 minutes	113	47.4	10,465	54.2
	2 periods, total of 30 minutes	44	18.5	2,279	11.8
	2 periods, total of 40 minutes	1	0.4	123	0.6
	1 period, time not stated	3	1.3	680	3.5
	2 periods, time not stated	3	1.3	22	0.1
	Other	6	2.5	924	4.8
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	10	35.7	7,002	79.8
	2 periods, total of 20 minutes	3	10.7	105	1.2
	2 periods, total of 30 minutes	15	53.6	1,671	19.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	4	8.7	292	6.5
	2 periods, total of 20 minutes	1	2.2	25	0.6
	2 periods, total of 30 minutes	34	73.9	3,936	87.3
	2 periods, time not stated	5	10.9	112	2.5
	Other	2	4.3	138	3.1
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	8	0.7
	2 periods, total of 30 minutes	7	87.5	1,092	99.3
	TOTAL	8	100.0	1,100	100.0

15.1 REST PERIOD (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	67	21.8	3,604	15.9
	1 period, 10 minutes	2	0.6	295	1.3
	1 period, 15 minutes	1	0.3	9	0.0
	2 periods, total of 20 minutes	6	1.9	780	3.4
	2 periods, total of 30 minutes	220	71.5	14,388	63.3
	2 periods, total of 40 minutes	8	2.6	3,584	15.8
	2 periods, time not stated	1	0.3	70	0.3
	Other	3	1.0	18	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	15	35.7	8,572	36.6
	2 periods, total of 20 minutes	2	4.8	65	0.3
	2 periods, total of 30 minutes	25	59.5	14,757	63.1
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	170	25.2	25,506	31.3
	1 period, 10 minutes	3	0.4	335	0.4
	1 period, 15 minutes	1	0.1	9	0.0
	2 periods, total of 20 minutes	126	18.6	11,790	14.5
	2 periods, total of 30 minutes	345	51.1	38,123	46.8
	2 periods, total of 40 minutes	9	1.3	3,707	4.6
	1 period, time not stated	3	0.4	680	0.8
	2 periods, time not stated	9	1.3	204	0.3
	Other	11	1.6	1,080	1.3
	TOTAL	677	100.0	81,434	100.0

15.2 PAID WASH-UP TIME

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	941	82.5
	Personal wash-up time only	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	198	83.3	15,462	80.0
	Personal wash-up time only	27	11.3	1,917	9.9
	Machine or work area clean-up	2	0.8	170	0.9
	Both personal and machine or work area clean-up	4	1.7	780	4.0
	Cannot determine	7	2.9	1,006	5.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	44	95.6	4,416	98.1
	Personal wash-up time only	1	2.2	37	0.8
	Both personal and machine or work area clean-up	1	2.2	50	1.1
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	306	99.4	22,679	99.7
	Personal wash-up time only	2	0.6	69	0.3
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	39	92.8	23,366	100.0
	Personal wash-up time only	1	2.4	20	0.0
	Cannot determine	2	4.8	8	0.0
	TOTAL	42	100.0	23,394	100.0

15.2 PAID WASH-UP TIME (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	629	93.0	77,177	94.8
	Personal wash-up time only	32	4.7	2,243	2.8
	Machine or work area clean-up	2	0.3	170	0.2
	Both personal and machine or work area clean-up	5	0.7	830	1.0
	Cannot determine	9	1.3	1,014	1.2
	TOTAL	677	100.0	81 434	100.0

15.3 MEAL ALLOWANCE AND/OR PAID MEAL PERIOD

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	9	0.8
	Meal or meal allowance - overtime	3	60.0	1,050	92.0
	Meal or meal allowance and/or paid meal period other special circumstances	1	20.0	82	7.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	113	47.4	7,690	39.9
	Meal or meal allowance - overtime	82	34.5	7,376	38.1
	Paid meal period - overtime	11	4.6	1,536	7.9
	Paid meal period - regular shift	5	2.1	926	4.8
	Meal or meal allowance and paid meal period - overtime	18	7.6	1,207	6.2
	Meal or meal allowance and paid meal period - regular shift	1	0.4	60	0.3
	Meal or meal allowance and/or paid meal period other special circumstances	5	2.1	464	2.4
	Other	3	1.3	76	0.4
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	14	50.0	4,311	49.1
	Meal or meal allowance - overtime	6	21.4	1,541	17.6
	Paid meal period - overtime	3	10.7	2,503	28.5
	Meal or meal allowance and paid meal period - overtime	1	3.6	15	0.2
	Meal or meal allowance and/or paid meal period other special circumstances	1	3.6	334	3.8
	Other	3	10.7	74	0.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	24	52.2	932	20.7
	Meal or meal allowance - overtime	12	26.1	1,216	27.0
	Paid meal period - overtime	3	6.5	95	2.1
	Meal or meal allowance and/or paid meal period other special circumstances	2	4.3	30	0.7
	Other	5	10.9	2,230	49.5
	TOTAL	46	100.0	4,503	100.0

15.3 MEAL ALLOWANCE AND/OR PAID MEAL PERIOD (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	3	37.5	129	11.7
	Meal or meal allowance - overtime	5	62.5	971	88.3
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	141	45.8	7,289	32.0
	Meal or meal allowance - overtime	132	42.9	14,395	63.4
	Paid meal period - overtime	1	0.3	3	0.0
	Meal or meal allowance - regular shift	3	1.0	237	1.0
	Paid meal period - regular shift	15	4.9	126	0.6
	Meal or meal allowance and paid meal period - overtime	8	2.6	140	0.6
	Meal or meal allowance and paid meal period - regular shift	1	0.3	20	0.0
	Meal or meal allowance and/or paid meal period other special circumstances	6	1.9	363	1.6
	Other	1	0.3	175	0.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	32	76.1	16,365	70.0
	Meal or meal allowance - overtime	7	16.7	6,765	28.9
	Paid meal period - overtime	1	2.4	118	0.5
	Meal or meal allowance - regular shift	1	2.4	88	0.4
	Meal or meal allowance and/or paid meal period other special circumstances	1	2.4	58	0.2
	TOTAL	42	100.0	23,394	100.0

15.3 MEAL ALLOWANCE AND/OR PAID MEAL PERIOD (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	329	48.5	36,810	45.3
	Meal or meal allowance - overtime	247	36.5	33,314	40.9
	Paid meal period - overtime	19	2.8	4,255	5.2
	Meal or meal allowance - regular shift	4	0.6	325	0.4
	Paid meal period - regular shift	20	3.0	1,052	1.3
	Meal or meal allowance and paid meal period - overtime	28	4.1	1,712	2.1
	Meal or meal allowance and paid meal period - regular shift	2	0.3	80	0.1
	Meal or meal allowance and/or paid meal period other special circumstances	16	2.4	1,331	1.6
	Other	12	1.8	2,555	3.1
	TOTAL	677	100.0	81,434	100.0

15.4 SUPPLY OF WORK CLOTHING OR UNIFORMS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	60.0	859	75.3
	At no cost to employee	2	40.0	282	24.7
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	148	62.1	12,689	65.6
	At no cost to employee	59	24.8	3,717	19.2
	At some cost to employee	8	3.4	1,040	5.4
	Monetary allowance	3	1.3	236	1.2
	Some clothing and uniforms provided at no cost and some at some cost	5	2.1	165	0.9
	Some clothing and uniforms provided at no cost and an allowance provided for others	10	4.2	1,094	5.7
	Other	5	2.1	394	2.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	53.5	8,351	95.2
	At no cost to employee	5	17.9	169	1.9
	At some cost to employee	4	14.3	63	0.7
	Some clothing and uniforms provided at no cost and some at some cost	2	7.1	55	0.6
	Some clothing and uniforms provided at no cost and an allowance provided for others	1	3.6	100	1.1
	Other	1	3.6	40	0.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	16	34.8	2,836	63.1
	At no cost to employee	24	52.2	1,456	32.3
	At some cost to employee	1	2.2	104	2.3
	Monetary allowance	2	4.3	11	0.2
	Some clothing and uniforms provided at no cost and some at some cost	1	2.2	23	0.5
	Other	2	4.3	73	1.6
	TOTAL	46	100.0	4,503	100.0

15.4 SUPPLY OF WORK CLOTHING OR UNIFORMS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	3	37.5	107	9.7
	At no cost to employee	4	50.0	917	83.4
	Other	1	12.5	76	6.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	105	34.0	5,363	23.6
	At no cost to employee	59	19.2	7,908	34.7
	At some cost to employee	1	0.3	3	0.0
	Monetary allowance	52	16.9	2,176	9.6
	Some clothing and uniforms provided at no cost and an allowance provided for others	3	1.0	112	0.5
	Other	88	28.6	7,186	31.6
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	14	33.3	7,443	31.8
	At no cost to employee	20	47.6	14,144	60.4
	Monetary allowance	5	11.9	1,279	5.5
	Some clothing and uniforms provided at no cost and some at some cost	2	4.8	468	2.0
	Other	1	2.4	60	0.3
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	305	45.0	37,733	46.4
	At no cost to employee	174	25.6	28,943	35.5
	At some cost to employee	14	2.1	1,210	1.5
	Monetary allowance	62	9.2	3,702	4.5
	Some clothing and uniforms provided at no cost and some at some cost	10	1.5	711	0.9
	Some clothing and uniforms provided at no cost and an allowance provided for others	14	2.1	1,306	1.6
	Other	98	14.5	7,829	9.6
	TOTAL	677	100.0	81,434	100.0

15.5 ALLOWANCE FOR TOOLS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	209	18.3
	Monetary allowance	1	20.0	82	7.2
	Other	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	196	82.5	16,279	84.3
	No cost to employee	21	8.8	1,686	8.7
	Some cost to employee	2	0.8	138	0.7
	Tools supplied by employee	2	0.8	24	0.1
	Monetary allowance	12	5.0	876	4.5
	Tools supplied by employee with replacement cost partially covered by employer	4	1.7	327	1.7
	Other	1	0.4	5	0.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.2	3,707	42.1
	No cost to employee	1	3.6	1,685	19.2
	Monetary allowance	1	3.6	1,236	14.1
	Tools supplied by employee with replacement cost partially covered by employer	1	3.6	2,150	24.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	44	95.6	4,428	98.3
	No cost to employee	1	2.2	50	1.1
	Monetary allowance	1	2.2	25	0.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	288	93.5	22,387	98.5
	No cost to employee	19	6.2	341	1.5
	Other	1	0.3	20	0.0
	TOTAL	308	100.0	22,748	100.0

15.5 ALLOWANCE FOR TOOLS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	20	47.6	1,807	7.7
	No cost to employee	7	16.7	1,392	6.0
	Monetary allowance	2	4.8	6,163	26.3
	Tools supplied by employee with replacement cost partially covered by employer	5	11.9	335	1.4
	Other	8	19.0	13,697	58.6
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	583	86.2	49,917	61.3
	No cost to employee	49	7.2	5,154	6.3
	Some cost to employee	2	0.3	138	0.2
	Tools supplied by employee	2	0.3	24	0.0
	Monetary allowance	17	2.5	8,382	10.3
	Tools supplied by employee with replacement cost partially covered by employer	11	1.6	3,162	3.9
	Other	13	1.9	14,657	18.0
	TOTAL	677	100.0	81,434	100.0

15.6 ALLOWANCES FOR SAFETY EQUIPMENT AND/OR PROTECTIVE CLOTHING

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	200	17.5
	Monetary allowance	3	60.0	859	75.3
	Some items supplied at no cost, others at some cost	1	20.0	82	7.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	124	52.1	8,343	43.2
	No cost to employee	53	22.3	5,168	26.8
	Some cost to employee	7	2.9	781	4.0
	Monetary allowance	22	9.2	1,737	9.0
	Some items supplied at no cost, others at some cost	13	5.5	2,175	11.2
	Some items supplied at no cost, monetary allowance provided for others	13	5.5	794	4.1
	Other	6	2.5	337	1.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	53.7	3,288	37.5
	No cost to employee	6	21.4	2,223	25.3
	Monetary allowance	3	10.7	57	0.6
	Some items supplied at no cost, others at some cost	2	7.1	1,735	19.8
	Some items supplied at no cost, monetary allowance provided for others	2	7.1	1,475	16.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	33	71.8	3,995	88.7
	No cost to employee	9	19.6	433	9.6
	Monetary allowance	2	4.3	40	0.9
	Some items supplied at no cost, monetary allowance provided for others	2	4.3	35	0.8
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	183	16.6
	No cost to employee	4	50.0	917	83.4
	TOTAL	8	100.0	1,100	100.0

15.6 ALLOWANCES FOR SAFETY EQUIPMENT AND/OR PROTECTIVE CLOTHING (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	263	85.4	15,425	67.9
	No cost to employee	44	14.3	7,305	32.1
	Other	1	0.3	18	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	21	50.0	2,702	11.5
	No cost to employee	20	47.6	14,542	62.2
	Other	1	2.4	6,150	26.3
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	462	68.3	34,221	42.0
	No cost to employee	137	20.2	30,938	38.0
	Some cost to employee	7	1.0	781	1.0
	Monetary allowance	30	4.4	2,693	3.3
	Some items supplied at no cost, others at some cost	16	2.4	3,992	4.9
	Some items supplied at no cost, monetary allowance provided for others	17	2.5	2,304	2.8
	Other	8	1.2	6,505	8.0
	TOTAL	677	100.0	81,434	100.0

15.7 MOVING EXPENSES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	238	100.0	19,335	100.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	85.7	3,903	44.4
	Employer pays full cost	3	10.7	3,525	40.2
	Other	1	3.6	1,350	15.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	45	97.8	4,473	99.3
	Other	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,024	93.1
	Employers pays full cost	1	12.5	76	6.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	306	99.4	22,575	99.2
	Employer pays full cost	2	0.6	173	0.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	33	78.6	9,317	39.8
	Employer pays full cost	9	21.4	14,077	60.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	660	97.5	62,203	76.4
	Employer pays full cost	15	2.2	17,851	21.9
	Other	2	0.3	1,380	1.7
	TOTAL	677	100.0	81,434	100.0

15.8 NORTHERN ALLOWANCE, NORTHERN HOUSING, ISOLATION PAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	236	99.2	19,317	99.9
	Provision exists	2	0.8	18	0.1
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	78.6	1,884	21.5
	Provision exists	6	21.4	6,894	78.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.5	4,242	94.2
	Provision exists	3	6.5	261	5.8
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	Provision exists	3	37.5	919	83.5
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	288	93.5	20,158	88.6
	Provision exists	20	6.5	2,590	11.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	28	66.7	9,030	38.6
	Provision exists	14	33.3	14,364	61.4
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	629	92.9	56,388	69.2
	Provision exists	48	7.1	25,046	30.8
	TOTAL	677	100.0	81,434	100.0

SECTION 16

COST-OF-LIVING CLAUSES

NOTES TO SECTION 16

A cost of living bonus may be defined as regular cents-per-hour or percentage payments made to workers through the operation of escalator clauses or other cost of living adjustments. The rate is determined in accordance with changes in the cost of living as measured by a designated index. In collective agreements usually the Consumer Price Index is used.

16.1 COST OF LIVING PROVISION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	209	18.3
	Effective during agreement	3	60.0	932	81.7
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	195	82.0	14,082	72.9
	Effective during agreement	35	14.7	4,084	21.1
	Implemented at a later date	7	2.9	1,069	5.5
	Other	1	0.4	100	0.5
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.3	7,485	85.3
	Effective during agreement	3	10.7	1,293	14.7
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.5	4,250	94.4
	Effective during agreement	3	6.5	253	5.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	266	86.4	18,288	80.5
	Effective during agreement	41	13.3	4,445	19.5
	Implemented at a later date	1	0.3	15	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	32	76.2	15,039	64.3
	Effective during agreement	10	23.8	8,355	35.7
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	572	84.5	60,538	74.4
	Effective during agreement	96	14.2	19,712	24.2
	Implemented at a later date	8	1.2	1,084	1.3
	Other	1	0.1	100	0.1
	TOTAL	677	100.0	81,434	100.0

16.2 COLA - FREQUENCY OF REVIEW

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	209	18.3
	Quarterly	3	60.0	932	81.7
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	195	82.0	14,021	72.6
	Monthly	7	2.9	682	3.5
	Quarterly	12	5.1	1,781	9.3
	Semi-annually	1	0.4	375	1.9
	Annually	6	2.5	472	2.4
	Once during agreement	6	2.5	654	3.4
	CPI trigger	6	2.5	586	3.0
	Cannot determine	1	0.4	4	0.0
	Other	4	1.7	760	3.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.3	7,485	85.2
	Semi-annually	1	3.6	40	0.5
	Annually	2	7.1	1,253	14.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.4	4,250	94.3
	Quarterly	1	2.2	30	0.7
	Annually	1	2.2	120	2.7
	Cannot determine	1	2.2	103	2.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	266	86.4	18,288	80.4
	Monthly	17	5.5	53	0.2
	Quarterly	4	1.3	151	0.7
	Annually	19	6.2	1,885	8.3
	Once during agreement	2	0.6	2,371	10.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	32	76.2	15,039	64.4
	Monthly	1	2.4	13	0.0
	Quarterly	3	7.1	144	0.6
	Annually	6	14.3	8,198	35.0
	TOTAL	42	100.0	23,394	100.0

16.2 COLA - FREQUENCY OF REVIEW (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	572	84.5	60,477	74.4
	Monthly	25	3.7	748	0.9
	Quarterly	23	3.4	3,038	3.7
	Semi-annually	2	0.3	415	0.5
	Annually	34	5.0	11,928	14.7
	Once during agreement	8	1.2	3,025	3.7
	CPI trigger	7	1.0	936	1.1
	Cannot determine	2	0.3	107	0.1
	Other	4	0.6	760	0.9
	TOTAL	677	100.0	81,434	100.0

16.3 METHOD OF CALCULATING COLA ADJUSTMENTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	209	18.3
	Cents per hour adjustment for specified point change in CPI	3	60.0	932	81.7
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	195	81.9	14,021	72.6
	Cents per hour adjustment for specified point change in CPI	25	10.5	3,603	18.6
	Amount per week adjustment for specified point change in CPI	1	0.4	87	0.4
	Amount per month adjustment for specified point change in CPI	1	0.4	24	0.1
	Percentage adjustment in wages for specified percentage change in CPI	13	5.5	1,472	7.6
	Cents per hour adjustment for specified percentage change in CPI	3	1.3	128	0.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	25	89.2	7,485	85.2
	Cents per hour adjustment for specified point change in CPI	1	3.6	17	0.2
	Percentage adjustment in wages for specified percentage change in CPI	1	3.6	40	0.5
	Cents per hour adjustment for specified percentage change in CPI	1	3.6	1,236	14.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.4	4,250	94.3
	Cents per hour adjustment for specified point change in CPI	1	2.2	120	2.7
	Percentage adjustment in wages for specified percentage change in CPI	1	2.2	103	2.3
	Other	1	2.2	30	0.7
	TOTAL	46	100.0	4,503	100.0

16.3 METHOD OF CALCULATING COLA ADJUSTMENTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
		8	100.0	1,100	100.0
SERVICE	No provision	266	86.4	18,288	80.4
	Cents per hour adjustment for specified point change in CPI	20	6.5	189	0.8
	Percentage adjustment in wages for specified percentage change in CPI	22	7.1	4,271	18.8
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	32	76.2	15,039	64.3
	Cents per hour adjustment for specified point change in CPI	4	9.5	157	0.7
	Percentage adjustment in wages for specified percentage change in CPI	1	2.4	5	0.0
	Cents per hour adjustment for specified percentage change in CPI	5	11.9	8,193	35.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	572	84.6	60,477	74.4
	Cents per hour adjustment for specified point change in CPI	55	8.2	5,368	6.6
	Amount per week adjustment for specified point change in CPI	1	0.1	87	0.1
	Amount per month adjustment for specified point change in CPI	1	0.1	24	0.0
	Percentage adjustment in wages for specified percentage change in CPI	38	5.6	5,891	7.2
	Cents per hour adjustment for specified percentage change in CPI	9	1.3	9,557	11.7
	Other	1	0.1	30	0.0
	TOTAL	677	100.0	81,434	100.0

SECTION 17

GRIEVANCE PROCEDURES

NOTES TO SECTION 17

A grievance precedure is a formal plan, specified in the collective agreement, which provides a channel for the resolution of grievances through discussions at progressively higher levels of authority in company and union, culminating in arbitration if necessary.

Table 17.1 Employee Grievance - Initial Presentation

This table refers to the relaying of the grievance to management; that is, beyond the informing of the union steward or union representative.

Table 17.2 Employee Grievance - Time Limit to Initiate

This table is expressed in working days.

Table 17.3 Special Grievance Procedure in Disciplinary or Dismissal Cases

In this table, dismissal means dismissal for cause, not separation due to lay-off or to any other non-disciplinary reason.

This table refers to a grievance procedure different from the normal procedure. This often means shorter and/or faster.

Table 17.4 Grievance Procedure for Class Action

A class action is one brought forward by the union on behalf of a group or class of employees. A class action grievance may also be referred to as a union grievance.

Table 17.5 Grievance of Job Classification or Re-classification

This table refers to specific statements in collective agreements permitting the union to bring a grievance against employer action to establish or modify a job classification.

Table 17.6 Arbitration - Number of Arbitrators

Arbitration is a method of settling labour - management disputes through recourse to an impartial third party, whose decision is usually final and binding.

The parties to collective agreements may develop their own arbitration procedures. However, in the event that no procedure exists, The Labour Relations Act provides one.

17.1 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Union representative only	1	20.0	9	0.8
	Employee with or without union representative	2	40.0	282	24.7
	Other	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	9	3.8	340	1.8
	Employee only	37	15.5	4,377	22.6
	Union representative only	11	4.6	1,053	5.4
	Employee with or without union representative	130	54.6	10,243	53.0
	Grievance committee	23	9.7	1,088	5.6
	Union representative with or without employee	25	10.5	1,715	8.9
	Other	3	1.3	519	2.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	1	3.6	4	0.0
	Employee only	2	7.1	1,244	14.2
	Employee with or without union representative	25	89.3	7,530	85.8
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	3	6.5	103	2.3
	Employee only	3	6.5	82	1.8
	Union representative only	7	15.2	277	6.2
	Employee with or without union representative	27	58.8	3,835	85.1
	Grievance committee	3	6.5	37	0.8
	Union representative with or without employee	3	6.5	169	3.8
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	Employee only	2	25.0	64	5.8
	Employee with or without union representative	6	75.0	1,036	94.2
	TOTAL	8	100.0	1,100	100.0

17.1 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	4	1.3	285	1.3
	Employee only	99	32.1	7,515	33.0
	Union representative only	4	1.3	224	1.0
	Employee with or without union representative	177	57.5	14,189	62.4
	Grievance committee	8	2.6	478	2.1
	Mentioned but not specified	15	4.9	37	0.2
	Other	1	0.3	20	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	2	4.8	1,825	7.8
	Employee only	7	16.7	177	0.8
	Employee with or without union representative	28	66.6	21,219	90.7
	Grievance committee	3	7.1	128	0.5
	Union representative with or without employee	2	4.8	45	0.2
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	19	2.8	2,557	3.1
	Employee only	150	22.2	13,459	16.5
	Union representative only	23	3.4	1,563	1.9
	Employee with or without union representative	397	58.6	58,769	72.3
	Grievance committee	37	5.5	1,731	2.1
	Mentioned but not specified	15	2.2	37	0.0
	Union representative with or without employee	30	4.4	1,929	2.4
	Other	6	0.9	1,389	1.7
	TOTAL	677	100.0	81,434	100.0

17.2 EMPLOYEE GRIEVANCE - TIME LIMIT TO INITIATE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	4 to 6 days	1	20.0	200	17.5
	7 days	2	40.0	91	8.0
	8 to 10 days	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	100	42.0	7,391	38.3
	1 to 3 days	28	11.8	3,771	19.5
	4 to 6 days	43	18.1	2,674	13.8
	7 days	10	4.2	776	4.0
	8 to 10 days	24	10.1	1,548	8.0
	12 to 14 days	2	0.8	277	1.4
	15 days	15	6.3	703	3.6
	20 to 21 days	2	0.8	171	0.9
	28 to 40 days	14	5.9	2,024	10.5
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	2	7.1	579	6.6
	1 to 3 days	3	10.7	1,351	15.4
	4 to 6 days	3	10.7	479	5.5
	7 days	8	28.6	205	2.3
	8 to 10 days	4	14.3	3,088	35.2
	15 days	5	17.9	116	1.3
	28 to 40 days	3	10.7	2,960	33.7
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	6	13.0	434	9.6
	1 to 3 days	1	2.2	50	1.1
	4 to 6 days	7	15.2	314	7.0
	7 days	1	2.2	10	0.2
	8 to 10 days	9	19.6	584	13.0
	12 to 14 days	3	6.5	59	1.3
	15 days	17	37.0	3,025	67.2
	28 to 40 days	2	4.3	27	0.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	7 days	3	37.5	115	10.5
	8 to 10 days	2	25.0	810	73.6
	20 to 21 days	3	37.5	175	15.9
	TOTAL	8	100.0	1,100	100.0

17.2 EMPLOYEE GRIEVANCE - TIME LIMIT TO INITIATE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	32	10.4	463	2.0
	1 to 3 days	16	5.2	532	2.3
	4 to 6 days	21	6.8	2,651	11.7
	7 days	23	7.5	2,956	13.0
	8 to 10 days	19	6.2	2,021	8.9
	12 to 14 days	27	8.8	1,496	6.6
	15 days	102	33.0	7,944	34.9
	20 to 21 days	59	19.2	3,720	16.4
	28 to 40 days	9	2.9	965	4.2
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	8	19.0	2,727	11.7
	1 to 3 days	4	9.5	30	0.1
	4 to 6 days	3	7.1	83	0.4
	7 days	1	2.4	5	0.0
	8 to 10 days	6	14.3	340	1.5
	12 to 14 days	1	2.4	4	0.0
	15 days	9	21.5	7,779	33.3
	20 to 21 days	8	19.0	12,340	52.6
	28 to 40 days	2	4.8	86	0.4
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	149	22.1	11,679	14.3
	1 to 3 days	52	7.7	5,734	7.0
	4 to 6 days	78	11.5	6,401	7.9
	7 days	48	7.1	4,158	5.1
	8 to 10 days	66	9.7	9,241	11.3
	12 to 14 days	34	5.0	2,186	2.7
	15 days	148	21.9	19,567	24.1
	20 to 21 days	72	10.6	16,406	20.2
	28 to 40 days	30	4.4	6,062	7.4
	TOTAL	677	100.0	81,434	100.0

17.3 SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Number of steps reduced	2	40.0	850	74.5
	Fewer steps and reduced delay between steps	3	60.0	291	25.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	139	58.5	9,841	50.9
	Number of steps reduced	42	17.6	5,265	27.2
	Delays between steps reduced	14	5.9	680	3.5
	Fewer steps and reduced delay between steps	31	13.0	3,053	15.8
	Other	12	5.0	496	2.6
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	9	32.2	531	6.0
	Number of steps reduced	6	21.4	141	1.6
	Delays between steps reduced	5	17.9	85	1.0
	Fewer steps and reduced delay between steps	6	21.4	6,660	75.9
	Other	2	7.1	1,361	15.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	31	67.4	3,889	86.4
	Number of steps reduced	3	6.5	173	3.8
	Delays between steps reduced	8	17.4	246	5.5
	Fewer steps and reduced delay between steps	4	8.7	195	4.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	43	3.9
	Number of steps reduced	4	50.0	150	13.6
	Fewer steps and reduced delay between steps	3	37.5	907	82.5
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	211	68.5	11,462	50.5
	Number of steps reduced	28	9.1	6,454	28.4
	Delays between steps reduced	8	2.6	1,646	7.2
	Fewer steps and reduced delay between steps	60	19.5	3,166	13.9
	Other	1	0.3	20	0.0
	TOTAL	308	100.0	22,748	100.0

17.3 SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	23	54.8	10,675	45.6
	Number of steps reduced	14	33.3	12,245	52.4
	Delays between steps reduced	2	4.8	26	0.1
	Fewer steps and reduced delay between steps	3	7.1	448	1.9
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	414	61.2	36,441	44.7
	Number of steps reduced	101	14.9	25,713	31.6
	Delays between steps reduced	37	5.5	2,683	3.3
	Fewer steps and reduced delay between steps	110	16.2	14,720	18.1
	Other	15	2.2	1,877	2.3
	TOTAL	677	100.0	81,434	100.0

17.4 GRIEVANCE PROCEDURE FOR CLASS ACTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	40.0	282	24.7
	Number of steps reduced	2	40.0	850	74.5
	Same as general grievance procedure	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	168	70.7	13,113	67.8
	Number of steps reduced	31	13.0	3,517	18.2
	Delays between steps reduced	1	0.4	100	0.5
	Fewer steps and reduced delay between steps	1	0.4	91	0.5
	Same as general grievance procedure	37	15.5	2,514	13.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	78.5	2,201	25.1
	Number of steps reduced	1	3.6	575	6.6
	Same as general grievance procedure	5	17.9	6,002	68.3
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	41	89.2	4,334	96.2
	Number of steps reduced	3	6.5	126	2.8
	Same as general grievance procedure	2	4.3	43	1.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	971	88.3
	Number of steps reduced	2	25.0	119	10.8
	Same as general grievance procedure	1	12.5	10	0.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	164	53.3	9,583	42.1
	Number of steps reduced	79	25.6	6,846	30.1
	Delays between steps reduced	1	0.3	23	0.1
	Fewer steps and reduced delay between steps	52	16.9	4,267	18.8
	Same as general grievance procedure	12	3.9	2,029	8.9
	TOTAL	308	100.0	22,748	100.0

17.4 GRIEVANCE PROCEDURE FOR CLASS ACTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	23	54.8	3,494	14.9
	Number of steps reduced	15	35.7	12,469	53.3
	Same as general grievance procedure	4	9.5	7,431	31.8
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	427	63.1	34,413	42.2
	Number of steps reduced	133	19.6	24,502	30.0
	Delays between steps reduced	2	0.3	123	0.2
	Fewer steps and reduced delay between steps	53	7.8	4,358	5.4
	Same as general grievance procedure	62	9.2	18,038	22.2
	TOTAL	677	100.0	81,434	100.0

17.5 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	1,132	99.2
	Provision exists	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	225	94.5	17,723	91.7
	Provision exists	13	5.5	1,612	8.3
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	8,653	98.6
	Provision exists	1	3.6	125	1.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	42	91.3	4,411	98.0
	Provision exists	4	8.7	92	2.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.2
	Provision exists	2	25.0	119	10.8
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	303	98.4	22,679	99.7
	Provision exists	5	1.6	69	0.3
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	31	73.8	4,827	20.6
	Provision exists	11	26.2	18,567	79.4
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	640	94.5	60,841	74.7
	Provision exists	37	5.5	20,593	25.3
	TOTAL	677	100.0	81,434	100.0

17.6 NUMBER OF ARBITRATORS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Board of arbitration	4	80.0	941	82.5
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	13	5.5	918	4.7
	Single arbitrator	31	13.0	1,869	9.7
	Board of arbitration	165	69.3	14,428	74.7
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	11	4.6	1,103	5.7
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	8	3.4	819	4.2
	Other	10	4.2	198	1.0
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	1	3.6	4	0.0
	Single arbitrator	6	21.4	100	1.1
	Board of arbitration	20	71.4	8,574	97.8
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	1	3.6	100	1.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	1	2.2	30	0.7
	Single arbitrator	16	34.8	485	10.8
	Board of arbitration	26	56.5	3,485	77.4
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	1	2.2	10	0.2
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	2	4.3	493	10.9
	TOTAL	46	100.0	4,503	100.0

17.6 NUMBER OF ARBITRATORS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	Single arbitrator	3	37.5	115	10.5
	Board of arbitration	4	50.0	975	88.6
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	1	12.5	10	0.9
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	2	0.6	40	0.2
	Single arbitrator	16	5.2	2,486	10.9
	Board of arbitration	112	36.5	9,628	42.4
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	95	30.8	7,971	35.0
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	79	25.6	2,483	10.9
	Other	4	1.3	140	0.6
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	4	9.5	1,816	7.8
	Single arbitrator	2	4.8	128	0.5
	Board of arbitration	31	73.8	15,131	64.7
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	1	2.4	6,150	26.3
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	4	9.5	169	0.7
	TOTAL	42	100.0	23,394	100.0

17.6 NUMBER OF ARBITRATORS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	21	3.1	2,808	3.4
	Single arbitrator	75	11.1	5,533	6.8
	Board of arbitration	363	53.6	53,247	65.5
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	109	16.1	15,334	18.8
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	95	14.0	4,174	5.1
	Other	14	2.1	338	0.4
	TOTAL	677	100.0	81,434	100.0

17.7 COMPENSATION FOR GRIEVANCE WORK

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Union officials receive time off, without loss of pay	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	130	54.6	8,176	42.3
	Union officials receive time off, without loss of pay	102	42.9	10,499	54.3
	Remuneration for specified number of hours only	1	0.4	95	0.5
	Union officials receive time off, but no indication if paid or unpaid	4	1.7	530	2.7
	Unpaid leave of absence for grievance work	1	0.4	35	0.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	16	57.2	2,636	30.0
	Union officials receive time off, without loss of pay	10	35.7	4,777	54.4
	Union officials receive time off, but no indication if paid or unpaid	2	7.1	1,365	15.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	25	54.3	1,607	35.7
	Union officials receive time off, without loss of pay	20	43.5	2,871	63.7
	Union officials receive time off, but no indication if paid or unpaid	1	2.2	25	0.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	53	4.8
	Union officials receive time off, without loss of pay	6	75.0	1,047	95.2
	TOTAL	8	100.0	1,100	100.0

17.7 COMPENSATION FOR GRIEVANCE WORK (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	64	20.8	5,281	23.2
	Union officials receive time off, without loss of pay	241	78.3	17,387	76.5
	Union officials receive time off, but no indication if paid or unpaid	1	0.3	60	0.3
	Unpaid leave of absence for grievance work	1	0.3	17	0.0
	Other	1	0.3	3	0.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	15	35.7	8,327	35.6
	Union officials receive time off, without loss of pay	25	59.5	15,044	64.4
	Union officials receive time off, but no indication if paid or unpaid	1	2.4	20	0.0
	Other	1	2.4	3	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	253	37.4	26,165	32.1
	Union officials receive time off, without loss of pay	410	60.6	53,116	65.3
	Remuneration for specified number of hours only	1	0.1	95	0.1
	Union officials receive time off, but no indication if paid or unpaid	9	1.3	2,000	2.5
	Unpaid leave of absence for grievance work	2	0.3	52	0.0
	Other	2	0.3	6	0.0
	TOTAL	677	100.0	81,434	100.0

SECTION 18

MISCELLANEOUS

NOTES TO SECTION 18

Table 18.1 Industrial Safety

This table identifies those agreements having safety programs and/or safety committees. These programs or committees deal with such areas as plant safety, sanitation and employee health.

Section 40 of The Workplace Safety and Health Act provides for the designation of certain workplaces in which the employer is required to establish a workplace health and safety committee. To date, 363 such workplaces have been designated in Manitoba.

Table 18.3 Interim Agreement Provisions

Interim agreement provisions are those clauses found in collective agreements which state that all or some of the collective agreement provisions are deemed to be in effect during the time when one agreement expires and the subsequent agreement comes into effect.

Interim agreement provisions may also be referred to as extended agreement provisions or essential services provisions (for the safety and health of employees or protection of property).

Table 18.4 Reopener Clause - Subject Matter

Reopener clauses permit the parties to reopen the agreement during its term (generally under specified circumstances or at specified periods of time) for further negotiations to meet economic and other conditions prior to the actual expiration of the agreement.

Table 18.8 Profit-Sharing Plan

A profit-sharing plan is a procedure under which an employer pays his employees, in addition to their regular pay, a share of the profits of the business as a whole.

18.1 INDUSTRIAL SAFETY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Safety program	1	20.0	9	0.8
	Safety program and safety committee	4	80.0	1,132	99.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	103	43.3	8,025	41.5
	Safety program	71	29.8	4,639	24.0
	Safety committee	15	6.3	1,079	5.6
	Safety program and safety committee	49	20.6	5,592	28.9
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	14	50.0	2,577	29.4
	Safety program	8	28.6	181	2.1
	Safety program and safety committee	6	21.4	6,020	68.5
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	28	60.9	1,185	26.3
	Safety program	10	21.7	2,780	61.8
	Safety committee	4	8.7	235	5.2
	Safety program and safety committee	4	8.7	303	6.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	290	26.4
	Safety program	1	12.5	10	0.9
	Safety program and safety committee	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	135	43.8	5,818	25.6
	Safety program	38	12.3	5,785	25.4
	Safety committee	128	41.6	8,895	39.1
	Safety program and safety committee	7	2.3	2,251	9.9
	TOTAL	308	100.0	22,748	100.0

18.1 INDUSTRIAL SAFETY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	23	54.7	4,733	20.2
	Safety program	5	11.9	280	1.2
	Safety committee	1	2.4	2	0.0
	Safety program and safety committee	13	31.0	18,379	78.6
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	309	45.6	22,628	27.8
	Safety program	134	19.8	13,684	16.8
	Safety committee	148	21.9	10,210	12.5
	Safety program and safety committee	86	12.7	34,912	42.9
	TOTAL	677	100.0	81,434	100.0

18.2 TRAINING OR RE-TRAINING (NOT RELATED TO TECHNOLOGICAL CHANGE)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	82	7.2
	Combination of provisions	3	60.0	859	75.3
	Training mentioned, but not specified	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	141	59.2	9,510	49.2
	On the job training	14	5.9	1,704	8.8
	Apprenticeship program	32	13.4	1,992	10.3
	Company sponsors and/or supports off premises training program	1	0.4	385	2.0
	Tuition/financial assistance	3	1.3	526	2.7
	Combination of provisions	13	5.5	1,979	10.2
	Training mentioned, but not specified	34	14.3	3,239	16.8
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	75.0	4,343	49.5
	On the job training	1	3.6	40	0.5
	Company sponsors and/or supports off premises training program	1	3.6	334	3.8
	Tuition/financial assistance	1	3.6	800	9.1
	Combination of provisions	2	7.1	1,450	16.5
	Training mentioned, but not specified	2	7.1	1,811	20.6
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	28	60.9	1,348	29.9
	On the job training	12	26.1	2,849	63.3
	Apprenticeship program	1	2.2	25	0.6
	Company sponsors and/or supports off premises training program	3	6.5	131	2.9
	Combination of provisions	2	4.3	150	3.3
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	244	22.2
	Combination of provisions	2	25.0	856	77.8
	TOTAL	8	100.0	1,100	100.0

18.2 TRAINING OR RE-TRAINING (NOT RELATED TO TECHNOLOGICAL CHANGE) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	114	37.0	6,053	26.6
	On the job training	4	1.3	308	1.4
	Apprenticeship program	16	5.2	57	0.3
	Company sponsors and/or supports off premises training program	6	1.9	1,289	5.7
	Tuition/financial assistance	3	1.0	55	0.2
	Combination of provisions	158	51.3	13,072	57.4
	Training mentioned, but not specified	7	2.3	1,914	8.4
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	24	57.1	19,948	85.3
	On the job training	3	7.1	114	0.5
	Company sponsors and/or supports off premises training program	2	4.8	225	1.0
	Tuition/financial assistance	1	2.4	1,052	4.5
	Combination of provisions	10	23.8	2,034	8.7
	Training mentioned, but not specified	2	4.8	21	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	336	49.7	41,613	51.1
	On the job training	34	5.0	5,015	6.2
	Apprenticeship program	49	7.2	2,074	2.5
	Company sponsors and/or supports off premises training program	13	1.9	2,364	2.9
	Tuition/financial assistance	8	1.2	2,433	3.0
	Combination of provisions	191	28.2	20,750	25.5
	Training mentioned, but not specified	46	6.8	7,185	8.8
	TOTAL	677	100.0	81,434	100.0

18.3 INTERIM AGREEMENT PROVISIONS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Provision exists for entire collective agreement for all bargaining unit members	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	16	6.7	1,789	9.3
	Provision exists for entire collective agreement for all bargaining unit members	222	93.3	17,546	90.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	Provision exists for entire collective agreement for all bargaining unit members	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	4	8.7	48	1.1
	Provision exists for entire collective agreement for all bargaining unit members	42	91.3	4,455	98.9
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	Provision exists for entire collective bargaining for all bargaining unit members	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	34	11.0	1,575	6.9
	Provision exists for entire collective agreement for all bargaining unit members	274	89.0	21,173	93.1
	TOTAL	308	100.0	22,748	100.0

18.3 INTERIM AGREEMENT PROVISIONS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	8	19.0	360	1.5
	Provision exists for entire collective agreement for all bargaining unit members	34	81.0	23,034	98.5
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	62	9.2	3,772	4.6
	Provision exists for entire collective agreement for all bargaining unit members	615	90.8	77,662	95.4
	TOTAL	677	100.0	81,434	100.0

18.4 RE-OPENER CLAUSE - SUBJECT MATTER

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	1,132	99.2
	Wage re-opener clause only	1	20.0	9	0.8
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	234	98.4	19,075	98.7
	Wage re-opener clause only	2	0.8	175	0.9
	Re-opener clause but no reference to subject matter	2	0.8	85	0.4
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	7,978	90.9
	Non-wage re-opener clause only	1	3.6	800	9.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.5	4,078	90.6
	Wage re-opener clause only	2	4.3	330	7.3
	Non-wage re-opener clause only	1	2.2	95	2.1
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	300	27.3
	Combination of wage and non-wage re-opener clauses	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	285	92.5	22,353	98.3
	Wage re-opener clause only	20	6.5	254	1.1
	Non-wage re-opener clause only	3	1.0	141	0.6
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	41	97.6	23,378	100.0
	Wage re-opener clause only	1	2.4	16	0.0
	TOTAL	42	100.0	23,394	100.0

18.4 RE-OPENER CLAUSE - SUBJECT MATTER (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	643	95.1	78,729	96.6
	Wage re-opener clause only	26	3.8	784	1.0
	Non-wage re-opener clause only	5	0.7	1,036	1.3
	Combination of wage and non-wage re-opener clauses	1	0.1	800	1.0
	Re-opener clause but no reference to subject matter	2	0.3	85	0.1
	TOTAL	677	100.0	81,434	100.0

18.5 JOB EVALUATION PROVISIONS AND UNION PARTICIPATION IN CLASSIFYING AND RE-CLASSIFYING JOBS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	20.0	200	17.5
	Formal job evaluation plan exists	1	20.0	82	7.2
	Ad hoc joint union-management evaluation	1	20.0	9	0.8
	Formal joint union-management evaluation	2	40.0	850	74.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	231	97.1	18,541	95.9
	Formal job evaluation plan exists	5	2.1	663	3.4
	Ad hoc joint union-management evaluation	1	0.4	41	0.2
	Formal joint union-management evaluation	1	0.4	90	0.5
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	27	96.4	7,542	85.9
	Formal job evaluation plan exists	1	3.6	1,236	14.1
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	43	93.5	4,156	92.3
	Formal joint union-management evaluation	3	6.5	347	7.7
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	300	27.3
	Formal joint union-management evaluation	1	12.5	800	72.7
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	252	81.9	15,602	68.5
	Formal job evaluation plan exists	2	0.6	1,565	6.9
	Ad hoc joint union-management evaluation	3	1.0	42	0.2
	Formal joint union-management evaluation	49	15.9	5,344	23.5
	Other	2	0.6	195	0.9
	TOTAL	308	100.0	22,748	100.0

18.5 JOB EVALUATION PROVISIONS AND UNION PARTICIPATION IN CLASSIFYING AND RE-CLASSIFYING JOBS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	33	78.6	16,811	71.8
	Formal job evaluation plan exists	3	7.1	158	0.7
	Ad hoc joint union-management evaluation	4	9.5	6,265	26.8
	Formal joint union-management evaluation	2	4.8	160	0.7
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	595	87.8	63,502	78.1
	Formal job evaluation plan exists	12	1.8	3,704	4.5
	Ad hoc joint union-management evaluation	10	1.5	6,442	7.9
	Formal joint union-management evaluation	58	8.6	7,591	9.3
	Other	2	0.3	195	0.2
	TOTAL	677	100.0	81,434	100.0

18.6 COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF COLLECTIVE AGREEMENTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	1,059	92.8
	Time off with pay	1	20.0	82	7.2
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	193	81.1	14,534	75.2
	Time off with pay	33	13.9	2,994	15.5
	Not specified if paid or unpaid	4	1.7	369	1.9
	Unpaid leave of absence	7	2.9	1,398	7.2
	Other	1	0.4	40	0.2
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	82.1	4,342	49.4
	Time off with pay	4	14.3	3,086	35.2
	Not specified if paid or unpaid	1	3.6	1,350	15.4
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	28	60.9	1,855	41.2
	Time off with pay	11	23.9	2,512	55.8
	Unpaid leave of absence	7	15.2	136	3.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	18	1.6
	Time off with pay	6	75.0	1,082	98.4
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	102	33.1	7,394	32.5
	Time off with pay	203	65.9	15,286	67.2
	Unpaid leave of absence	3	1.0	78	0.3
	TOTAL	308	100.0	22,748	100.0

18.6 COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF COLLECTIVE AGREEMENTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	17	40.5	8,688	37.1
	Time off with pay	24	57.1	14,700	62.9
	Unpaid leave of absence	1	2.4	6	0.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision	371	54.8	38,315	47.1
	Time off with pay	282	41.7	39,742	48.8
	Not specified if paid or unpaid	5	0.7	1,719	2.1
	Unpaid leave of absence	18	2.7	1,618	2.0
	Other	1	0.1	40	0.0
	TOTAL	677	100.0	81,434	100.0

18.7 MOONLIGHTING

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	80.0	941	82.5
	Prohibited	1	20.0	200	17.5
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision	195	82.0	16,042	83.0
	Prohibited	36	15.1	2,964	15.3
	Permitted, but with restrictions	7	2.9	329	1.7
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	16	57.1	4,197	47.8
	Prohibited	7	25.0	168	1.9
	Permitted, but with restrictions	4	14.3	4,396	50.1
	Other	1	3.6	17	0.2
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	44	95.7	4,477	99.4
	Prohibited	2	4.3	26	0.6
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	296	96.1	20,677	90.9
	Prohibited	8	2.6	704	3.1
	Permitted, but with restrictions	3	1.0	1,227	5.4
	Other	1	0.3	140	0.6
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	39	92.9	23,153	99.0
	Prohibited	3	7.1	241	1.0
	TOTAL	42	100.0	23,394	100.0

18.7 MOONLIGHTING (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	603	89.0	70,672	86.8
	Prohibited	58	8.6	4,653	5.7
	Permitted, but with restrictions	14	2.1	5,952	7.3
	Other	2	0.3	157	0.2
	TOTAL	677	100.0	81,434	100.0

18.8 PROFIT-SHARING PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	5	100.0	1,141	100.0
	TOTAL	5	100.0	1,141	100.0
MANUFACTURING	No provision Provision exists	236 2	99.2 0.8	19,249 86	99.6 0.4
	TOTAL	238	100.0	19,335	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	28	100.0	8,778	100.0
	TOTAL	28	100.0	8,778	100.0
TRADE	No provision	46	100.0	4,503	100.0
	TOTAL	46	100.0	4,503	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,100	100.0
	TOTAL	8	100.0	1,100	100.0
SERVICE	No provision	308	100.0	22,748	100.0
	TOTAL	308	100.0	22,748	100.0
PUBLIC ADMINISTRATION	No provision	42	100.0	23,394	100.0
	TOTAL	42	100.0	23,394	100.0
ALL INDUSTRIES	No provision Provision exists	675 2	99.7 0.3	81,348 86	99.9 0.1
	TOTAL	677	100.0	81,434	100.0